



'Sharing experience to better implement  
the Human Resources Strategy for Researchers'

**Consensus Report**  
(to be filled by the lead assessor)



**INTERNAL REVIEW<sup>1</sup> of STRENGTHENED HRS4R**

Name Organisation under assessment: **University of Natural Resources and Life Sciences  
Vienna**

Organisation's contact details: [andrea.handsteiner@boku.ac.at](mailto:andrea.handsteiner@boku.ac.at)  
<http://www.boku.ac.at/en/personalentwicklung/themen/human-resources-strategy-for-researchers/>

Submission date "interim assessment": **July 27, 2017**

**GENERAL ASSESSMENT**

	<b>RESULTS</b>	<b>COMMENTS</b>
<b>x</b>	<b>ACCEPTED :</b> Your application meets the criteria and the 'HR award' is granted. The assessors might have commented on the application asking for future focus on a particular aspect/criterion if appropriate, so please refer to the comments given above.	
	<b>ACCEPTED PENDING (MINOR MODIFICATIONS):</b> Your application broadly meets the criteria but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feed-back given above update the documentation before resubmitting; till then the 'HR award' is put on hold.	Please, follow the recommendations below.  The next submission deadline will be 1 months (max. 2 months) after receiving the result.
	<b>DECLINED (MAJOR REVISIONS):</b> Your application does not meet the criteria and the 'HR award' is withdrawn until the next submission deadline.  Further explanations will follow.	Please, follow the recommendations below.  The next submission deadline will be 12 months after receiving the result.

**DETAILED ASSESSMENT**

**1. QUALITY ASSESSMENT**

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1 Please, notice that site visits are currently on hold.

The quality assessment evaluates the level of ambition and the **quality of progress** intended and obtained by the organisation.

	YES	NO
Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented?	X	
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	X	
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or alterations?	X	
Is the implementation of the HR strategy and Action Plan sufficiently embedded within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	X	
Has the organisation developed an OTM-R policy?	X	

## 2. STRENGTHS, WEAKNESSES AND RECOMMENDATIONS

On the basis of the information submitted and taking into account the organisation's national research context, how would you as an assessor judge the HR Strategy's **strengths and weaknesses**?

### Strengths

BOKU was able to achieve most goals set in the original Action Plan (all -1, reasons for the delay were not caused by BOKU), showing managerial involvement, and has individuated a new focus for next years. The proposed shift *is from actions aimed to support career development for young scientist to those improving research communication and transfer*, thus it is in line with the necessity of reinforcing the connections between science and society boosted by the Commission.

Since 2016 BOKU's scientific career model plan is available in English. The criteria for selecting researchers focus on both candidates' past performance and their future potential. A qualification agreement accompanies the individual career path; mobility experience is an important part of it.

All researchers, regardless of their contractual situation, have access to the staff development programs.

Salaries therefore are highly transparent and fair.

BOKU fosters gender equality through empowerment programme for women; commitment is also visible for example from EURAXESS advertisements where BOKU "seeks to increase the number of its female faculty and staff members. Therefore qualified women are strongly encouraged to apply."

BOKU is obliged to produce an annual report on male and female pay salaries, thus addressing the gender pay gap.

Good communication of HRS4R activities is realized through different channels. It instils HRS4R to the staff.

BOKU's HR Strategy for Researchers appears embedded in the current practices; half of the actions of the new Action Plan are foreseen on a regular basis (deadline: continuous); responsibilities are clearly identified and assigned to specific, dedicated Units/Structures. A HRS4R Steering committee has been set up in 2016, for monitoring the process, the composition is cross cutting the units and managerial responsibilities.

### Weaknesses

New building for kindergarten had to be postponed. However, reason for the delay were not caused by BOKU.

Although recruitment procedure is published on the web, documents are in German only. In order to attract foreign scientists, it should be in English.

If relevant, please provide suggestions for alterations or revisions to the (updated) HR strategy:

Most of the documents are in German. A wider translation of documents in English would be appreciated to attract applicants from abroad.

### RECOMMENDATIONS

Which describes the organisation's progress most accurately?	Additional comments
1. The organisation is progressing with appropriate and quality actions as described in its Action Plan. There is evidence that the HRS4R is further embedded.	No additional comments. Please translate documents related to recruitment procedure in English.
<del>2. The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. There is some evidence that the HRS4R is further embedded.</del>	
<del>3. The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. There is a lack of evidence that the HRS4R is further embedded.</del>	

\* Do not sign it, please.