

Institutional Human Resources Strategy Group Call for Candidates for the 4th Cohort

Expression of interest

Name and place of the institution / organisation: FONDAZIONE EDMUND MACH, VIA MACH 1, 38010 SAN MICHELE ALL'ADIGE (TN), ITALY

Internet address: Institutional website: www.fmach.it – Research website: <http://cri.fmach.eu/>

Nature of the institution / organisation (*Higher Education Institution, Research Organisation, Funding Agency, Umbrella Organisation, etc.; if it is an umbrella organisation: information on the nature and number of members*):

The Foundation consists of a farm and three centres:

1. **Training and Education Centre**, which offers a wide range of qualifications at all levels of study (*Higher Education Institution* and a consortium with University of Trento and Udine for Bachelor degree in Viticulture and Oenology);
2. **Technology Transfer Centre**, which provides important support to agriculture and forestry in the province of Trento (Extension Services for Farmers);
3. **Research and Innovation Centre**, which supports studies and innovations in the fields of agriculture, nutrition, and environment (*Research Organisation*).

Has your institution / organisation already endorsed the Charter & Code? YES, with act Ref. N. 692/DB/ee, date 1 February 2012.

1. Contact person

Name: ROBERTO VIOLA

Function in the institution / organisation: HEAD OF RESEARCH AND INNOVATION CENTRE

Email address: roberto.viola@fmach.it

2. Contact person

Name: DANIELE BARBACOVÌ

Function in the institution / organisation (e.g. Director HR, ...): EMPLOYEE IN HR DEVELOPMENT OFFICE

Email address: daniele.barbacovi@fmach.it

Background, motivation and expectations

On the next page, please give a brief outline of your organisation's motivation for wishing to participate in the HR Strategy for Researchers and for joining the Institutional HR Strategy group.

This should include information on key institutional strategies and policies in place or under development and how the HR Strategy process will be linked to them.

For employers or funders of researchers: Please provide information on the benefits your organisation expects to obtain from implementing the principles underlying the Charter & Code at institutional level and from obtaining the "HR Excellence in Research" logo.

For umbrella organisations: Please provide information on how you see your role as multiplier and how you envisage supporting your member organisations in the implementation of the HR Strategy for Researchers.

We would also like to know what you expect to be the added value of participating in the Institutional HR Strategy Group rather than implementing or promoting the HR Strategy process independently.

The Foundation is keen to participate in the HR Strategy for Researchers and to join the Institutional HR Strategy group for the following motivations:

1. Be part of the European open labour market for researchers;
2. Be recognised as an European research institution following the "European charter for researchers" and the "Code of conduct for the recruitment of researchers";
3. Implement and enhance internal HR practise following the "European charter for researchers" and the "Code of conduct for the recruitment of researchers";
4. Share and compare our good practises and career structure and match them with other institution at European level with the goals of mutual enrichment and to create an European framework for research careers;
5. Be part of the 4th COHORT to meet other European institutions with the goal of establish new collaborations and build up a research but also an HR network;

The Foundation expects the following benefits by implementing the Charter & Code:

1. Implementation of the management of First stage researchers (R1);
2. Dissemination of the general principles and requirements of the Charter & Code within the researchers community;
3. Promotion of the mobility of researchers being part of an European network of research institution;
4. Improvement of recruiting procedures through the application of the Charter & Code;
5. Sharing, comparing and implementing a common European approach to the recruiting, evaluation and management of researchers;

(add extra sheets if required)



Please return the completed form by email to RTD-CHARTER@ec.europa.eu.

Expressions of interest should preferably be submitted before the middle of September and in any case **no later than 28 September 2012 (strict deadline)**.

All expressions of interest will be acknowledged within 3 working days.