



## INITIAL EXTERNAL ASSESSMENT of STRENGTHENED HRS4R

Name Organisation under assessment: CREA - Council for Agricultural Research and Economics)

Organisation's contact details: Dr. Stefano BISOFFI, Technical Director, direzionetecnica@crea.gov.it

Submission date initial GAP-analysis, HR Strategy and Action Plan: 30<sup>th</sup> of June 2017

### GENERAL ASSESSMENT

Accepted	Accepted pending minor alterations	Declined pending (major) revisions
X		

This assessment is composed in consensus by the assessors on (date).....

### DETAILED ASSESSMENT

#### 1. ELIGIBILITY ASSESSMENT

	YES	NO (or no evidence)
Has the organisation formally endorsed the Charter and Code?	Yes	
Have the Strategy and Action Plan been published on the organisation's website?	Yes	
Have the following elements of the templates for the Gap Analysis and the HR Strategy and Action Plan been completed? A. Gap Analysis B. HR Strategy and Action plan: B1. Organisational information B2. Narrative B3. Actions B4. Implementation	Yes	
Have the Strategy and Action Plan been formally endorsed by the organisation's highest authority?	Yes	

#### 2. QUALITY ASSESSMENT



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

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



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

	YES	NO
Is the organisational information provided sufficient to understand the context in which the HR Strategy is designed?	Yes	
Is the Action Plan coherent with the Gap Analysis?	Yes	
Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process?	Yes	
Has the research community been sufficiently involved in the process, with a representation of all levels of a research career?	Yes	
Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?	Yes	
Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?	Yes	
Is the organisation establishing an OTM-R policy?	Yes	
Are the goals and ambitions sufficiently ambitious considering the context of the organization?	Yes	

### RECOMMENDATIONS

If any of the above statements have prompted a "no" in the evaluation, please provide suggestions for (minor) alterations or (major) revisions, in order to qualify for the HRS4R award.

If the organisation deserves to be commended on their ambition, their actions, evidence of good practice and/or their implementation process, please provide a commentary supporting this.

The project is good systematic, simple and clear approach to GAP analysis with a coherent action plan.

\*Please, do NOT sign it.