



INITIAL EXTERNAL ASSESSMENT of STRENGTHENED HRS4R

Name Organisation under assessment: CREA - Council for Agricultural Research and Economics)
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Submission date initial GAP-analysis, HR Strategy and Action Plan: 30th of June 2017

GENERAL ASSESSMENT

Table with 3 columns: Accepted, Accepted pending minor alterations, Declined pending (major) revisions. 'X' is marked in the 'Accepted' column.

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

DETAILED ASSESSMENT

1. ELIGIBILITY ASSESSMENT

Table with 3 columns: Question, YES, NO (or no evidence). Rows include questions about Charter endorsement, Strategy publication, template completion, and formal endorsement.

2. QUALITY ASSESSMENT



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

Table with 3 columns: Question, YES, NO. Rows include: 'Is the organisational information provided sufficient to understand the context in which the HR Strategy is designed?', 'Is the Action Plan coherent with the Gap Analysis?', 'Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process?', 'Has the research community been sufficiently involved in the process, with a representation of all levels of a research career?', 'Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?', 'Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?', 'Is the organisation establishing an OTM-R policy?', 'Are the goals and ambitions sufficiently ambitious considering the context of the organization?'.

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.