

EURAXESS ERA Talent Community of Practice on Recruitment

Practical Institutional Pathways from 40 to 20 Principles

10 April 2026

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European Commission
DG Research & Innovation
RTD.A.2: *ERA, Spreading Excellence and
Research Careers*

Part I

**From the 40 principles of the
Charter & Code to the 20 principles of the
European Charter for Researchers**



2023-2025: years of change

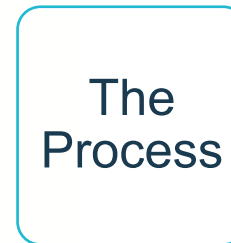


The Charter

From the C&C to the European Charter



Externalisation of the Administrative Process



<https://ec.europa.eu/era-talent-platform/>

ERA Talent Platform

ERA Talent Platform

The one-stop-shop gateway for researchers and innovators in Europe and beyond.

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ERA TALENT PLATFORM INITIATIVES



EURAXESS

A unique web portal offering tailored information, job opportunities, career development guidance, free tools and much more for researchers and research performing organisations in Europe and beyond.

[Explore EURAXESS >](#)



HR Excellence in Research

The HR Excellence in Research award is granted to the institutions and funding organisations striving to align their human resources policies to the principles of the European Charter for Researchers.

[Explore HR Excellence in Research >](#)

The logo for Resaver, featuring the word 'resaver' in a white, lowercase, sans-serif font on a solid blue background.

RESAVER

RESAVER is a pan-European occupational pension solution designed for R&I organisations and their employees. It enables mobile workers to protect their pension rights while allowing organisations to manage and attract talent throughout Europe.

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Research Career Observatory (ReICO)

ReICO is the main living information repository for monitoring trends in research and innovation talent development and in particular researchers' careers, skills and working conditions.

[Explore the Observatory >](#)



Innovation Talent Platform

An EU-wide matching tool to help businesses and entrepreneurs across Europe and beyond to find the talent they need or their way to the European market.

[Explore Innovation Talent Platform >](#)



ResearchComp

ResearchComp is the European Competence Framework for Researchers. It supports the assessment and development by researchers of transversal skills that can offer them more career opportunities by fostering inter-sectoral mobility.

[Explore ResearchComp >](#)

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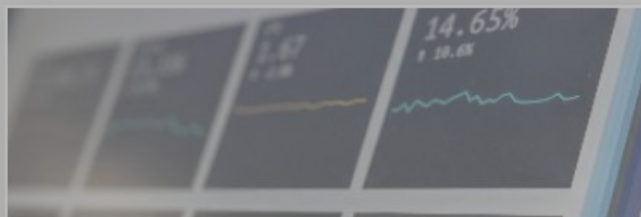
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[Explore HR Excellence in Research >](#)

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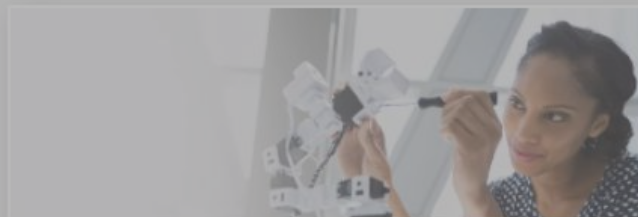
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Explore HR Exce



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HR Excellence in Research

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HR Excellence in Research award

The HR Excellence in Research award is granted to research performing organisations that are progressing in the implementation of the principles of the European Charter for Researchers in their policies and practices.

[Read more](#)



<https://euraxess.ec.europa.eu/hrexcellenceaward>

Revamped e-Tool

Revamped HR Excellence in Research eTool

What did **NOT** change

HR award
process

Sequence of
actions

Assessment
mechanism

What **did** change

Streamlined
and simplified

Look & feel

Statistics

Under the
hood

User
friendliness

Login

Forms (40 to
20 principles)

Where should I look for answers on the process?

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HR Excellence in Research award

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The **HR Excellence in Research Award** recognizes research performing organisations that demonstrate a sustained commitment to implementing the 20 principles of the **European Charter for Researchers**.

The **HR Excellence in Research** process is long-term commitment based on a voluntary, structured, and periodically audited mechanism, centred on three-year cycles of continuous assessment based on gap analysis and action plans.

The award is granted for a **three-year period**, after which it must be renewed.

There are **no geographic limitations** to undertaking the process, and **enrolment is voluntary and free of charge**.

Once an organisation receives the award, it is automatically displayed on the job adverts of that organisation published on the **EURAXESS** portal, and the organisation can also display the award on its website, publications, and promotional material.

The **HR Excellence in Research e-tool** is the sole mechanism for applying, obtaining, and maintaining the HR Excellence in Research Award.

The **guidelines** outlined on this page provide a comprehensive overview of the **HR Excellence in Research award** process, including detailed information, examples, and requirements for obtaining and maintaining the award.

[Read more](#) about the process to obtain and maintain the HR Excellence in Research Award

[See the full list of the organisations currently holding the award](#)

**Guidelines - HR Excellence in Research award**
(2.49 MB - PDF)

Download

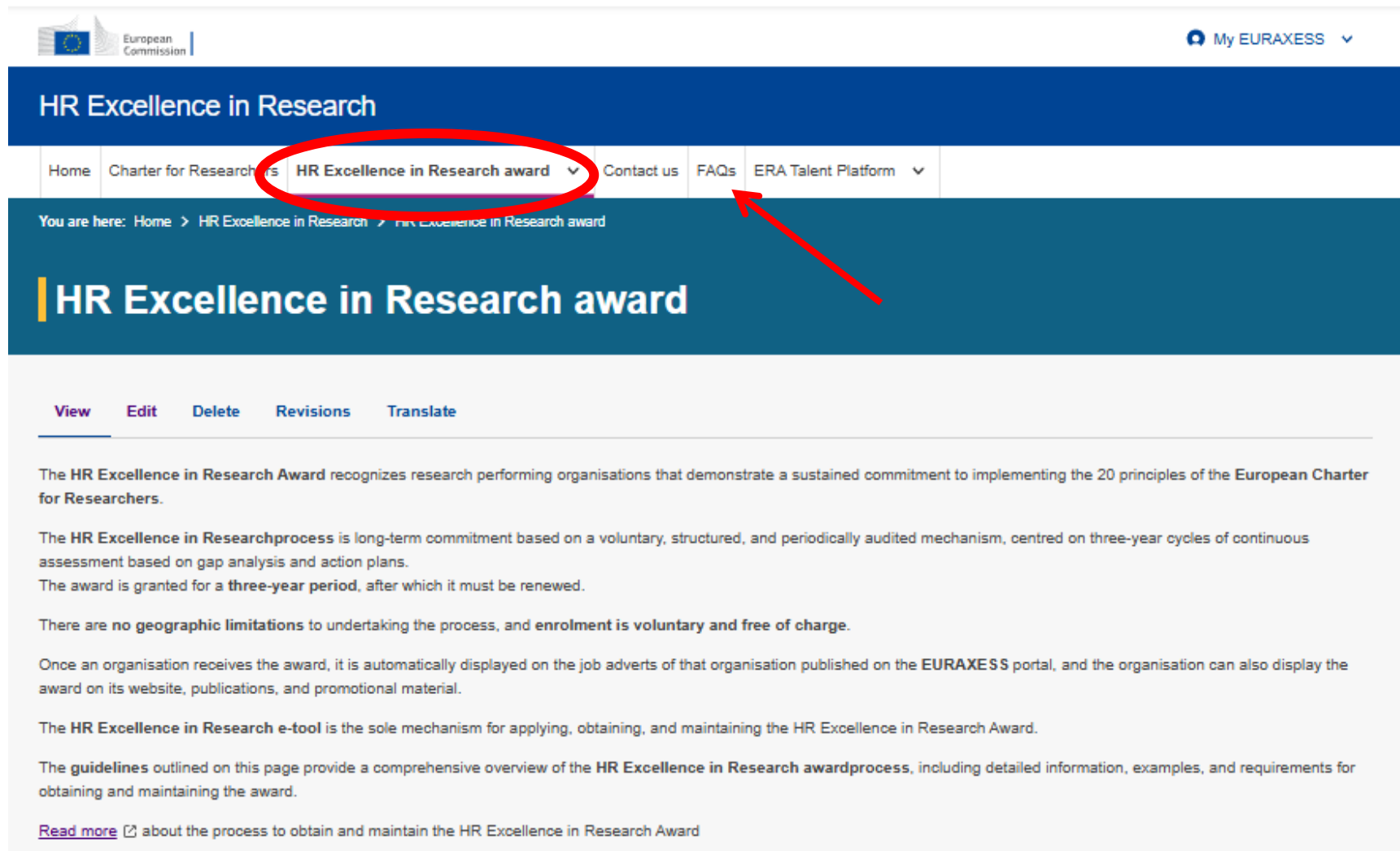
These guidelines are designed to support organisations interested in applying for or already participating in the HR Excellence in Research Award process. They provide detailed information and practical steps to navigate the process, including guidance on completing the necessary forms and what to expect at each stage.

They will also provide answers to most of your queries and help you to successfully complete the HR Award process. Please consult them carefully.

The organizations still working on their internal reviews under the 40 principles of the Charter & Code can find for reference the [old guidelines at this link](#).



Where should I look for answers on the process?



The screenshot shows the 'HR Excellence in Research' website. A red circle highlights the 'HR Excellence in Research award' menu item, and a red arrow points to the 'FAQs' menu item. The breadcrumb trail reads: 'You are here: Home > HR Excellence in Research > HR Excellence in Research award'.

HR Excellence in Research award

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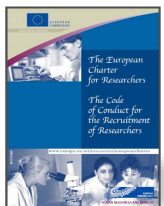
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The European Charter for Researchers

Organisations that have endorsed the principles of the existing Charter and Code for Researchers are considered as continuing to endorse the new Charter for Researchers. This should apply in particular to institutions that have entered or completed the HRS4R process, for which the endorsement of the Charter for Researchers constitutes the first step.

COUNCIL RECOMMENDATION of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe (C/2023/1640), Whereas (39)



2008

- Since 2008, the Charter & Code is implemented via the HRS4R for obtaining and maintaining the HR Excellence in Research award (since 2018 this is done via the e-Tool under Euraxess)



18/12/2023

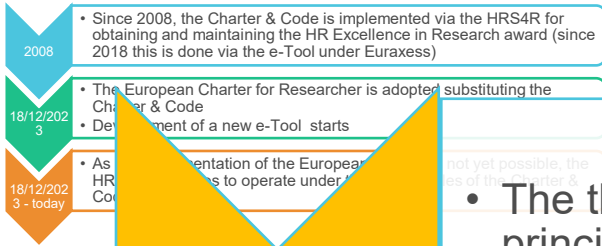
- The Charter & Code is substituted with the European Charter for Researchers
- Development of a new e-Tool starts

18/12/2023

—

26/11/2024

- As the implementation of the European Charter was not yet possible, the HRS4R continued to operate under the 40 principles of the Charter & Code



KICK OFF
26/11/2024

- The the new e-Tool allows the submission of all NEW phases under the 20 principles of the European Charter for Researchers
- The HRS4R is now called HR Excellence in Research process

Transition
phase

- Organizations that have initiated a phase under the 40 principles of the 2005 Charter & Code will conclude that phase within the original e-tool (under the 40 principles of the 2005 Charter & Code).
- Once an interim or renewal phase (any cycle) under under the 40 principles is concluded (assessment “accepted”), the organisation will proceed to the following phase under the 20 principles of the European Charter for Researchers
- Initial phases under the 40 principles will continue the interim phase under the same 40 principles

End of
transition

- The transition period will continue for a maximum of three years (the duration of a full HR award process phase).
- After 31/12/2028, no new internal review under the 2005 Charter & Code should be possible anymore (eventual exceptions will be evaluated on a case-by-case basis)

Synopsis

One e-Tool for two architectures

Users **cannot choose which eTool to use:**
the transition from the 40 principles to the 20 principles is **AUTOMATIC!**

All **new** cases are open under the 20 principles of the European Charter for Researchers

In short: the transition to the 20 principles of the European Charter for Researchers take place at **Renewal phase only.**

Once an **Initial phase** under the 40 principles is concluded (i.e. assessment “**accepted**”), the organisation will move to the interim phase still under the 40 Principles of the C&C.

Once an **interim or renewal phase** under the 40 principles is concluded (assessment “**accepted**”), the organisation will move to the following phase under the 20 principles of the European Charter for Researchers.





Remember: no automatic mapping is possible between the Charter & Code and the European Charter for Researchers.

When an organization transitions to the 20 principles of the European Charter for Researchers, it should be noted that two forms will require manual transfer, as they cannot be automatically migrated from the previous phase.

Gap analysis

- A new gap analysis exercise must be performed
- The new exercise will be based on the Gap analysis used at the previous phase

Action plan

- The organisation will rewrite the action plan based on the new gap analysis exercise, and will indicate the status of the actions (completed, in progress etc.)
- If necessary, remember that you can add explanatory documents to your submission

This action is required to be performed only **ONCE** ; the Analysis and Action Plan will then be automatically incorporated into each subsequent phase

Steering the transition

HR Excellence in Research

[Home](#)[Charter for Researchers](#)[HR Excellence in Research award](#) ▼[Contact us](#)[FAQs](#)[ERA Talent Platform](#) ▼

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HR Award e-tool

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+ [Note on the transition to the implementation of the European Charter for Researchers.](#)

+ [HR award process: transition to the 20 principles of the European Charter for Researchers](#)

Steering the transition



— Note on the transition to the implementation of the European Charter for Researchers.

[On 18 December 2023, the Council Adopted the “Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe”](#)

The new Charter for Researchers (Annex 2 to the Council Recommendation) replaces the old 2005 Charter & Code.

Those organisations that have in the past endorsed the principles of the old Charter and Code for Researchers and have committed to its implementation through the Human Resources Strategy for Researchers, are considered as continuing to endorse the European Charter for Researchers and to progress without interruption in its implementation process. No update to the original letter of Endorsement and Commitment is required, and implementation can continue uninterrupted.

— HR award process: transition to the 20 principles of the European Charter for Researchers

The new e-Tool for the implementation of the 20 Principles of the European Charter for Researchers was formally launched on **26 November 2024**.

- **New applications cases:**
 - All new HR award cases created **after 26 November 2024**, will be initiated under the new revised European Charter for Researcher (20 principles). As outlined in the Guidelines, all Letters of Endorsement and Commitment must explicitly reference the European Charter for Researchers, not the Charter and Code.
- **Ongoing HR award cases:**
 - The HR award cases that have completed their interim phase (in case the current phase is 1st Renewal) or have successfully completed their last Renewal phase **before 26 November 2024**, will complete the ongoing phase under the 40 principles of the Charter & Code. Only after successful completion, they will automatically transition to the new forms under the 20 principles of the European Charter for Researchers.
 - The HR Award cases that have completed their interim phase (in case the current phase is 1st Renewal) or have successfully completed the last Renewal phase **after 26 November 2024**, will automatically transition to the new 20 principles of the European Charter for Researchers.

Important:

- The transition to the new forms under the 20 principles will occur automatically: **users do not have the option to choose which forms to use**. The system will automatically switch from the 40-principles e-Tool to the 20-principles e-Tool at the designated time, requiring no user intervention.
- Since no automatic mapping is possible between the 40 principles of the 2005 Charter & Code

Part II

HR Excellence in Research Commission insights and advances



Revision of the Charter & code (2021-2023)



From Commission Recommendation
to
Council Recommendation



COUNCIL RECOMMENDATION of 18 December 2023
on a

European framework to attract and retain research, innovation and entrepreneurial talents in Europe

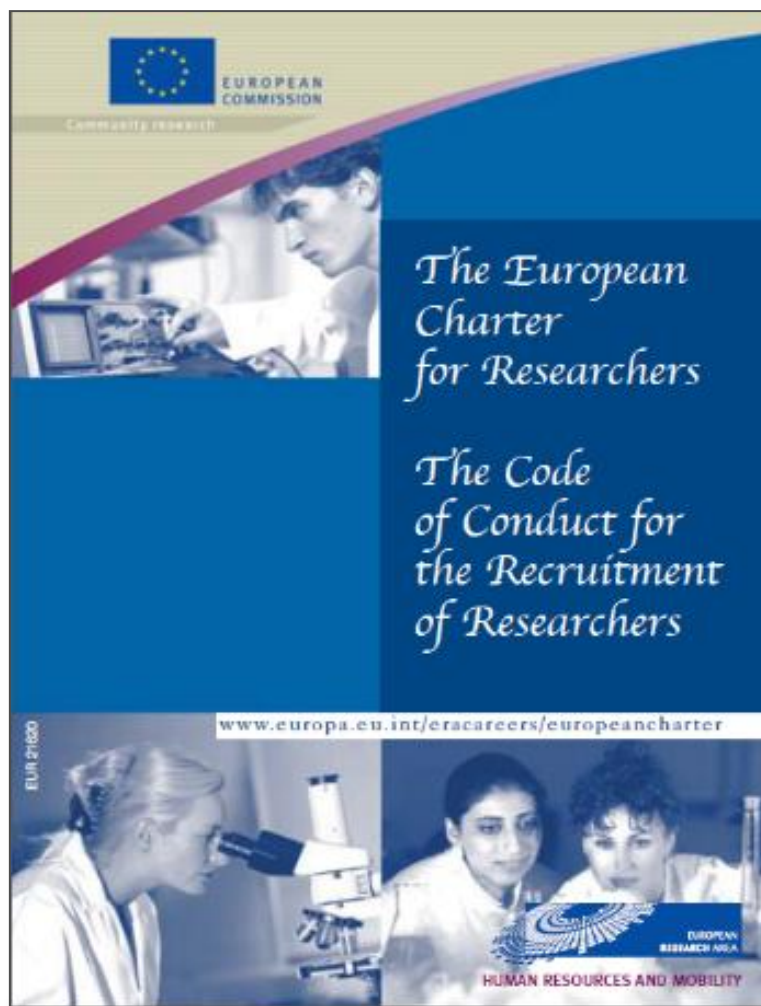
(C/2023/1640)

https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:C_202301640

Annex I: examples of occupations for the R1-R4 profiles

Annex II: the European Charter for Researchers

Annex II – European Charter for Researchers

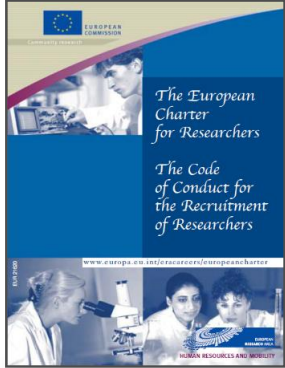


Commission Recommendation of 11 March 2005

The European Charter for Researchers and the Code of conduct for the recruitment of researchers

**Addressing researchers, employers, funders
and policy makers**

Annex II – European Charter for Researchers



Research and
Innovation



Council Recommendation of 18 December 2023

European Charter for Researchers

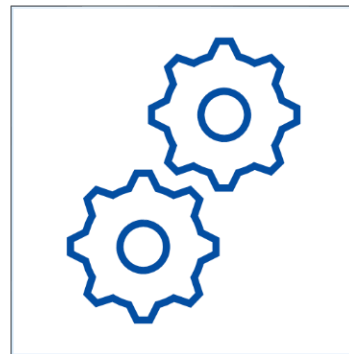
**Addressing researchers, employers, funders
and policy makers**



HR Excellence in Research process (formerly HRS4R)

The tool for the implementation of the European Charter for Researchers

- **Voluntary, structured, and periodically audited** process that operates on three-year cycles
- Centered on a sequence of **gap-analysis and action plans** for the implementation of the principles of the Charter & Code
- **Periodically monitored mechanism** procedure (continuous assessment) based on a sequence of desk-based and on-site assessments

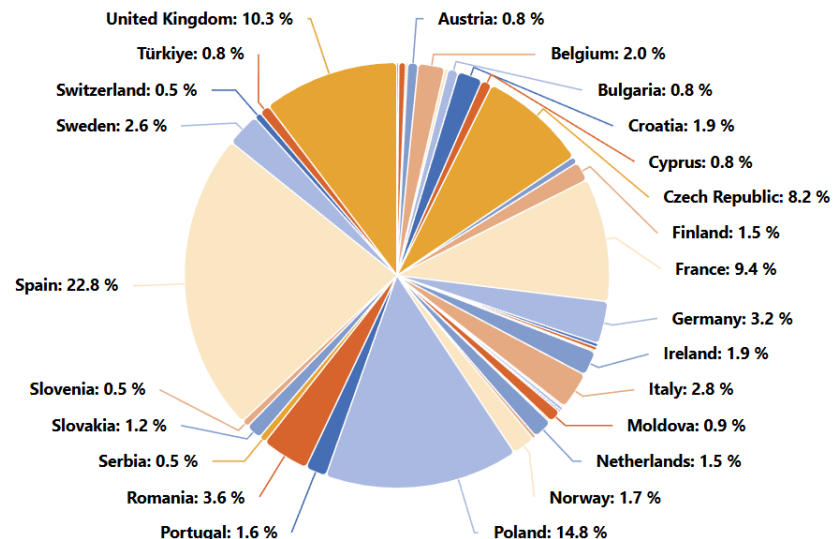
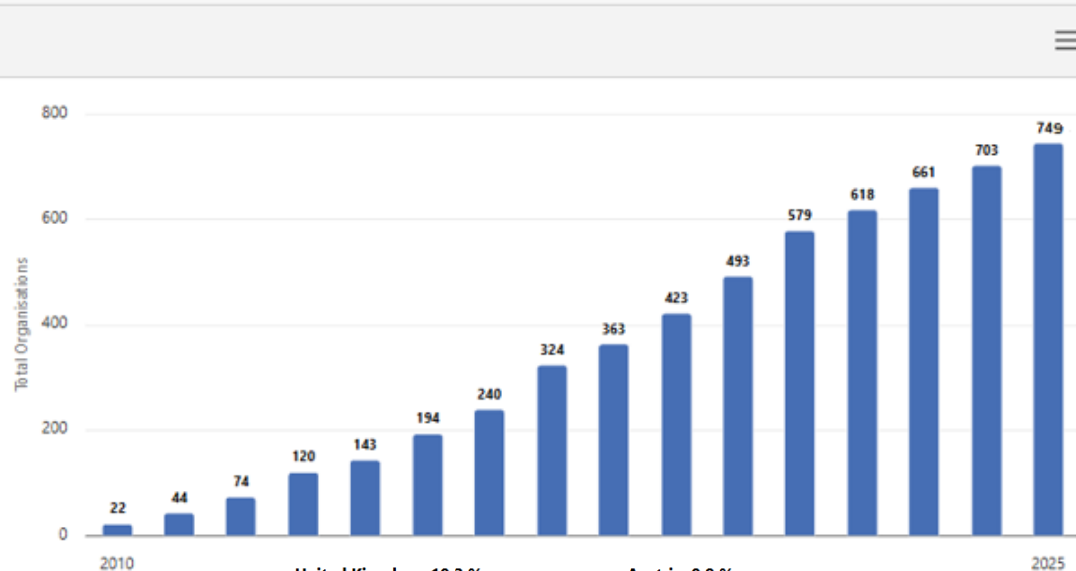


e-Tool

- Completely revamped
- Streamlined
- Simplified
- User friendliness
- Improved statistics

HR Excellence in Research award: a snapshot

Total Awarded Organisations per year



- ❖ 750 research institutions from 38 Countries have received and currently maintain the HR Excellence in Research Award
 - 187 newcomers in the etool
 - 148 applicant organizations
 - 137 at interim phase
 - 502 at Renewal Phase
- ❖ In the last 5 years, an average of 50 new Institutions received the Award every year
 - ❖ 176 assessments in 2025
 - ❖ In average five organization a year loose the award (mergers, administrative issues, etc.)
 - ❖ In average two organization a year abandon the process

HR Excellence in Research award: deeper into numbers

Update 7/12/2025

2024

- ✓ 200+ institutions assessed
- ✓ 46 new awards
- ✓ 59 passed the interim assessment
- ✓ 27 passed the renewal assessment
- ✓ 16 site visits for Renewal organized
- ✓ 50 closed cases
- ✓ 6 suspensions

2025

- ✓ 170 + institutions assessed
- ✓ 43 new awards
- ✓ 18 passed the interim assessment
- ✓ 54 passed the renewal assessment
- ✓ 50 site visits for Renewal organized
- ✓ 50 closed cases
- ✓ 4 suspensions

Evolution and some future developments

Externalisation of the administrative process

- Lift the heavy administrative burden weighing on the EC
- Absorption of the backlog
- Communication strategy

Strategic objectives

- Bolster the HR Award
- Better synergy with EURAXESS
- Increase the robustness of the assessment process
- Multiply the synergy around the Charter's principles (e.g. GEPs)
- Promote intersectorality
- Multidisciplinarity (greater involvement of SSH)

Support for the development of national communities of practice

Talent ecosystem projects

New call in WP 2027 (20-29 Million/13-15 projects)

Externalization of the Administrative process

Externalisation of
the administrative
process

Fact: The HR Excellence in Research process is **cyclic** and **incremental**

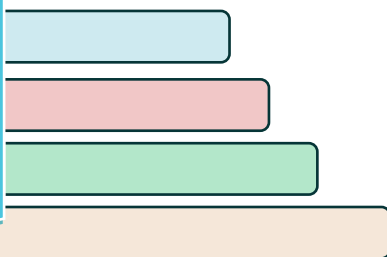
Challenge: The administrative process has become burdensome for the EC, requiring a very large amount of time and resources

20/11/2024 - the EC published an open tender to externalize the full administrative process, while retaining overall control and responsibility for granting the HR award.
WIDERA “Administrative management of the HRS4R”: 48 months – 7.000.000 €

As of January 2026, PPMI (part of the Verian Group), one of the leading European research and policy analysis centers and long-time trusted provider of services to DG RTD, will be responsible for the operational management of the HR award process in the e-Tool, including Assessor selection, and ensuring adherence to EC guidelines and standards

Externalization of the Administrative process

Externalisation of
the administrative
process



- ☐ Reabsorption of the cumulated backlog: by the end of 2026 are expected 350 cases for assessment
 - 60 Initial
 - 40 interim
 - Over 250 renewals
 - 120 with site visit
 - 140 without sit visit
- ☐ Communication strategy
- ☐ EC will be able to focus on strategic objectives such as
 - synergy with other EC initiatives (e.g GEPs...)
 - Intersectorality
 - Multidisciplinarity (attraction)
 - Strengthen the HR Excellence in Research Award and its advantages
 - Etc.

Talent ecosystems

Talent Ecosystems pilot call in Horizon Europe supporting organisational change

Participating organisations are expected to have received the HR Excellence in Research Award or commit to apply the new Charter for Researchers and commit to its implementation.

Talent Ecosystems Pilot Call in WP 2024

- **20 million EUR**
- **10 projects** bringing together academia and private sector to create talent ecosystems

Talent Ecosystems Call in WP 2027

- **Refined based on experience** from pilot call
- **Higher budget (29 million EUR)**
- **Building on achievements** of pilot projects
- Reference to **other R&I staff**

Contacts

Starting in January 2026, the HR Excellence in Research process has three dedicated contact points, each serving a specific purpose

- support@euraxess.org for contacting the help desk on all IT technical issues regarding the e-tool
- HR-award@euraxess.org for info and assistance on all non-technical issues and requests for help and support on the HR award process and the use of the e-Tool (e.g. questions on the process, extension of deadlines, clarifications on the HR award Guidelines, etc.)
- RTD-CHARTER@ec.europa.eu for contacting the RTD-CHARTER team at the EC on all non-procedural and nontechnical issues (complaints, policy development, requests to attend to events, etc.).

Thank you!

Michele.Rosa-Clot@ext.ec.Europa.eu

- RTD-Charter@ec.Europa.eu
- Procedural questions and procedural support: hr-award@euraxess.org
- Technical issues and queries: support@euraxess.org



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