



Webinar: HR Excellence in Research after the Update: Practical Institutional Pathways from 40 to 20 Principles



ERA TALENT

The ERA TALENT project has received funding from the European Union's Horizon Europe research and innovation programme under grant agreement No 101103476



Agenda:

- 10:00 – 10:10: Welcome and Introduction
- 10:10 – 10:40: Keynote: The 40→20 Transition & European Commission Perspective (Michele Rosa-Clot, EC/DG RTD)
- 10:40 – 11:00: Institutional Case Study: Kiel University (Fenja Hörcher, Adviser Personnel Development, Kiel University)
- 11:00 – 11:30: Live Q&A with open microphone from the audience & closing remarks

The webinar is being recorded

The webinar is being recorded for internal project use only. The recording will not be shared publicly.



Practical information

Chat is enabled

Q&A for speakers:

Please use the Q&A function for any questions or comments directed to the speakers.

Live questions:

During the Q&A sessions, you are welcome to raise your hand and we will open the microphone for your questions.

EURAXESS

- is a **one-stop shop** for researchers and innovators seeking to advance their careers and personal development by moving to other countries.
- provides **tailored information and support**, free of charge, to researchers, entrepreneurs, and research performing organisations

Services offered to researchers and PhD candidates:

- **International relocation services**
- **Job opportunities**
- **Funding & Hosting opportunities**
- **Career development guidance**
- **Free tools:** Access to tools and resources for researchers.

The EURAXESS network spans **43 European countries** and **9 worldwide hubs**, making it a truly global platform.

EURAXESS also supports **refugees and displaced researchers** through integration into the European labour market.

The Community of Practice on Recruitment to Academia and the Non-Academic public sector (CoP)

CoP partners: Polish National Agency for Academic Exchange (NAWA, PL), Agency for Mobility and EU Programmes (AMPEU, HR), Research Council of Norway (RCN, NO).

CoP members: University of Siegen (DE), The Young Academy of Norway (NO), Foundation of the Adam Mickiewicz University (PL), University of Pula (HR), EURAXESS Worldwide, EURODOC, FECYT (ES), ETH Zürich (CH)

[Communities of Practice](#)



Objective of the webinar

To provide institutions with a clear understanding of the transition from 40 to 20 principles in the updated European Charter for Researchers:

- **Discuss practical strategies and examples** for implementing the new 40→20 principles structure in institutional HR processes
- **Share institutional perspectives on challenges** such as remapping processes, aligning policies, addressing communication complexity, and managing compliance during the transition.
- **Provide an overview of essential Commission-related guidance** (the updated e-tool) to help institutions organise evidence and steer the transition effectively.
- **Offer space for questions and expert input** to clarify key points and support institutional understanding of what to do next.



List of public events in this community of practice



1. **February 2025:** ResearchComp in the context of the European framework for researcher careers 
2. **Early fall 2025:** Recruitment from abroad 
3. **Fall 2025:** Assessment of research/researchers 
4. **Charter for Researchers and HR Excellence in Research**

Thank you!



Grab Your Coffee, We will Resume Shortly!

