



**BULGARIAN ACADEMY OF SCIENCES**  
**INSTITUTE FOR POPULATION AND HUMAN STUDIES**

## **Human Resources Strategy for Researchers at the Institute for Population and Human Studies**

Approved by the scientific council of the IHPS with Minutes No 10 as of 25 September 2015

<b>Priorities</b>	<b>Actions</b>	<b>Persons responsible</b>	<b>Timing</b>	<b>Expected results</b>
<b>1.To create opportunities for conducting scientific research at a high level by involving more researchers from IPHS in international projects and research networks.</b>	1. Synchronization of IPHS-BAS' research priorities with current scientific research priorities at national, European and international level. 2. Organizing seminars for scientific research priorities, scientific achievements and best practices in Europe and worldwide. 3. Building network of scientific and research cooperation at national and international level, incl. from a distance	Director, Scientific secretary, heads of departments, heads of research units, researchers, principal investigators of national and international projects.	Annually, started in 2010	Initiation of more interteam projects of researchers from IPHS in cooperation with universities, NGOs and other organizations at national level

<p><b>2.To construct plans for increasing researchers' competences needed for their career development and for their continuing professional development</b></p>	<ol style="list-style-type: none"> <li>1. Informing researchers at every stage of their professional development for the opportunities for career development.</li> <li>2. Encouraging and supporting researchers at every stage of their professional development for career growth and lifelong learning.</li> <li>3. Encouraging researchers at all levels to participate in conferences, workshops, seminars, training courses, etc. to improve their professional skills.</li> <li>4. Raising the awareness of researchers in IPHS on national legislation and the rules for the recognition of qualifications acquired in various forms of training (formal or informal).</li> <li>5. Encouraging researchers to spread their research results and experience by teaching at Universities and publication of teaching materials.</li> </ol>	<p>Director, Scientific Secretary, heads of departments, heads of research units</p>	<p>Annually, started in July 2010</p>	<p>More researchers competitive at national and international level</p>
<p><b>3.To create opportunities for encouraging mobility as part of researchers' career</b></p>	<ol style="list-style-type: none"> <li>1. Encouraging researchers to participate in national and international mobility at all stages of career</li> <li>2. Increasing the mobility of the researchers between public and private sectors.</li> <li>3. Improving mobility through expansion of the activities to attract foreign researchers to IPHS.</li> <li>4. Encouraging researchers at IPHS for inclusion in the international scientific networks.</li> </ol>	<p>Director, Scientific Secretary, Heads of departments, Heads of research units</p>	<p>Annually, Started in July 2010</p>	<p>Increase of researchers' mobility</p>

<p><b>4.To create opportunities for researchers’ active public engagement while preserving their degree of independence</b></p>	<ol style="list-style-type: none"> <li>1. Activating researchers in collaboration with representatives from business, local and state authorities and civil sector.</li> <li>2. Continuation of regular practices of IPHS in promotion of scientific results in press conferences and various formats of social media;</li> <li>3. Establishing regular practices for spreading of research results among stakeholders such as governmental institutions (ministries, agencies), companies, civil organizations</li> </ol>	<p>Scientific Secretary, Heads of research units and departments, Director, Researchers</p>	<p>Annually, started in July 2010</p>	<p>Regular dissemination and exploitation of researchers’ results</p>
<p><b>5.To provide autonomy and creativity of researchers with a special focus on opportunities for early stage researchers and for postdoctoral students</b></p>	<ol style="list-style-type: none"> <li>1.Encouraging graduate doctoral students in IPHS who are interested in research activities to participate in competitions for "assistant professor" and to remain part of the team of the Institute.</li> <li>2.Strengthening of constructive and supporting relationships between senior and young researchers to enhance their professional skills and career development through participation in joint research projects, etc..</li> <li>3.Exercising permanent control by the scientific supervisor, head of the research unit and the department on the stages of the doctoral development.</li> <li>4. Active involvement of doctoral students in projects carried out at the Institute in order to enhance their research skills.</li> <li>5. Promotion of co-authorship of experienced researchers with early stage researchers.</li> </ol>	<p>Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary –Information</p>	<p>Constantly, started in July 2010</p>	<p>To improve the research environment for PhD students and early stage researchers To attract high quality doctoral students</p>

	<p>6.Expansion of activities to attract PhD students and Postdoctoral Students for training and specialization in IPHS under European programs.</p> <p>7.Encouraging researchers through teaching activities in universities to attract young researchers and graduate students to IPHS.</p>			
<p><b>6.To provide better conditions for recruitment of researchers from abroad</b></p>	<p>1.Expanding opportunities for job posting / advertising on the Internet, not only on the website of IPHS, but in the world of web-based information sources such as the Pan-European portal for the mobility of researchers (pan-European Researchers Mobility Portal), EURAXESS etc..</p> <p>2.Expanding opportunities for participation in scientific jury of established foreign scientists</p>	<p>Director, Scientific Secretary, Assistant Human Resources, Secretary-information support</p>	<p>Annually, started in July 2010</p>	<p>To make the recruitment in compliance with the C&amp;C principles</p>
<p><b>7.To provide better working environment in terms of: compliance with ethical principles, gender balance, non-discriminatory working environment, better work-family balance, better technical facilities</b></p>	<p>1.Strict compliance with the principles and norms of the Code of Ethics in scientific work.</p> <p>2. Promotion of equal gender opportunities policy in the recruitment of researchers.</p> <p>3. Updating the regulatory framework of IPHS so that it reflects the legislation related to the issue of non-discrimination.</p> <p>4. Preparation of rules implementing the law on protection against discrimination IPHS.</p> <p>5. Setting up an organization for safe working conditions. A two-year prophylactic medical examination for</p>	<p>Commission on Professional Ethics in IPHS, General Assembly, the Scientific Council of IPHS, Director Assistant Human Resources, Researchers</p> <p>Chief of labor protection, Expert Control Commission departmental archive,</p>	<p>Annually, started in July 2010</p>	<p>Better working conditions, incl. non-discriminatory working environment and work-life balance Better technical facilities, Electronic data archive</p>

	<p>researchers.</p> <p>6. Improve possibilities for flexible working hours in order to motivate researchers. Creating a better balance between work and family life.</p> <p>7. Preventing potential conflicts, complaints and appeals through workshops and discussion of the problems as well as improvement the psychological climate in the Institute, through teambuilding and joint events.</p> <p>8. Improvement of institutional research base.</p> <p>9. Development of electronic scientific archives.</p> <p>10. Periodic training of employees with the requirements of data protection and confidentiality.</p>			
<p><b>8.To provide better conditions for adequate remuneration and judging individual merits</b></p>	<p>1.Periodically supplement and improvement of criteria of the assessment scorecards to fully reporting the activities of the researcher</p> <p>2. Establishing a more differentiated system of remunerations taking into account the results of the individual attestation.</p> <p>3. Ensuring transparency of the results of the evaluation in order to increase /improve the quality of research</p> <p>4. Recognition of qualifications and inclusion of additional criteria in individual attestation that reflect potential of candidates like studying abroad, skills for teamwork, etc.</p>	<p>Attestation Commission, Scientific Council, Scientific Secretary, Heads of Departments, Director, Researchers</p>	<p>Every four years since 2010</p>	<p>Acknowledgement in economic terms of the scientific productivity</p> <p>Improvement of the research environment quality</p>

