



HR Award implementation as of 31 March 2025

Several HR Award group meetings were held during the first quarter of 2025. Although the Focus Group (FG) meeting was cancelled in February, the topics of the European Charter Principles Career development and Postdoctoral appointments were taken over by the Working/Administrative Group on 20 February. At the beginning of the meeting, it focused on the evaluation of the 2024 Action Plan and the assessment of the FG topics of interest. This was followed by the presentation of the so-called "Timetable" of the HR Award for 2025 and then the discussion focused on the key topics, namely career development and the concept of postdoctoral fellow.

At the March FG meeting, the role of the R1-R4 category of researchers was clarified. One of the sub-conclusions was that all specific requirements of all researchers must be considered in the selection process and the relevant R category must be indicated (at the UoD this is done by setting out the requirements for the announced selection procedure). All this needs to be linked to career development plans. In the area of career development, it was stated that career courses, divided into general ones - for all; expert ones - professional and special ones - focused on specific specialisations of UoD, should be defined from the level of Faculties, Institutes and Centres and cover the needs of both academic workers (hereinafter referred to as AW) and non-academic workers (hereinafter referred to as NAW) of the University of Defence. Further discussion provided suggestions for establishing principles for AW and NAW career management at the UoD.

Another topic discussed during Q1 / HR Award 2025 was the definition of the term 'postdoctoral fellow' (hereinafter referred to as PostDoc). There is no such concept for AW at the UoD, the UoD is built on Tables of organisation and equipment and systematised places, however, other suggestions for defining PostDoc were forwarded, e.g. that it can be a person from outside or inside (e.g. a Ph.D student with work experience); they should attend internships; they come up with ideas and their own project; the length of the stay is tied to the grant (usually 3-5 years) and it is necessary to determine the length of time since the completion of the Ph.D.

At its subsequent meeting on 13 March 2025, the Working/Administrative Group (hereinafter referred to as the W/AG) proposed career management principles, such as the principle of creating conditions for career growth and development; the principle of identifying training courses that are key to the professional development of AWs and NAWs; the principle of regular professional evaluation; the principle of motivation, etc. At the end of the meeting, the participants proposed the following definition of PostDoc: A postdoctoral fellow is an academic worker who has been employed or in service at the University of Defence for up to 3 years and who achieved the academic degree of Ph.D. or its equivalent no more than 8 years ago. This time does not include

maternity/parental leave or other serious obstacles. Their main task is to participate in academic activities, carry out creative work and publish results.

These outputs were presented to the Supervisory Committee at its meeting on 26 March 2025 and the SC noted the FG and W/AG proposals. Finally, it also addressed the need to create a project department at the UoD based on previous discussions between FG and W/AG and agreed unequivocally on the creation of elements of project managers at the faculties.

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