



## HR Award implementation as of 22 January 2026

From 1 November to 31 December 2025, a mandatory e-learning training was open to all UoD employees and doctoral students. During that time, participants had the opportunity to review key HR Award documents and related university documents (European Charter for Researchers – Code of Conduct for the Recruitment of Researchers, UoD Code of Ethics, and HRS4R\_UoD Action Plan). The documents are available in both Czech and English (for foreign employees). As of 31 December 2025, 857 employees and doctoral students had completed the course.

After discussing the following at the Rector-Commander's Council on 12 December 2025, the R-C approved and signed:

- Evaluation of the Human Resources Strategy for Researchers (HRS4R) of the University of Defence – Action Plan for 2023–2025,
- updated Human Resources Strategy for Researchers (HRS4R) of the University of Defence – Action Plan for 2026–2028,
- updated Policy on the Recruitment, Selection, and Appointment of Staff Involved in Scientific Research Activities (OTM-R) of the University of Defence.

All documents were published in the public section of the website of the University of Defence and on the UoD Intranet on 15 January 2026.

The Evaluation of the Human Resources Strategy for Researchers (HRS4R) of the University of Defence – Action Plan for 2023–2025 was submitted and sent via the online form on EURAXESS by the specified deadline (9 January 2026).

The screenshot displays the 'HR Excellence in Research' portal. The top navigation bar includes 'Home', 'Charter for Researchers', 'HR Excellence in Research award', 'Contact us', 'FAQs', and 'ERA Talent Platform'. The breadcrumb trail reads: 'You are here: Home > HR Excellence in Research award > HR Award e-tool > University of Defence'. The main header is 'University of Defence'. On the left, a 'PAGE CONTENTS' sidebar lists 'Case Information' and 'Case Timeline'. The main content area is titled 'Case Information' and contains a '+ Details' button. Below this is the 'Case Timeline' section, which is divided into 'Initial Phase' (blue) and 'Interim Phase' (yellow). The timeline shows two steps: Step 1 on 09 January 2026, 'Internal Review for Interim Assessment: Design', which is 'SUBMITTED'; and Step 2 on 09 February 2026, 'Internal Review for Interim Assessment: Administrative Eligibility', which is 'PENDING'.