University of Defence

HR EXCELLENCE IN RESEARCH

Implementation of the HR Award as of 31 October 2026

During the period from 1 August to 31 October 2026, meetings were held by all bodies established under the HR Award at the University of Defence, namely the Focus Group (hereinafter referred to as the "FG"), the Working and Administrative Group (hereinafter referred to as the "P/A Group"), and the Steering Committee (hereinafter referred to as the "ŘV"). In accordance with the principles of the HR Excellence in Research award, EURAXESS conducted an administrative review of the University of Defence's Evaluation of the Human Resources Strategy for Researchers (HRS4R) – Action Plan for the period 2023–2025. The Self-Assessment Report was subsequently submitted to external expert assessors for evaluation. As of 31 October 2026, the assessment process had not yet been completed.

During the reporting period, the meetings of the HR Award bodies focused primarily on the establishment of an ombudsperson position at the University of Defence and the definition of its responsibilities and powers, as well as on establishing a framework for the management and support of early-career researchers. In the current context, the establishment of a new, separate ombudsperson position at the University of Defence was not recommended. Instead, it was considered more appropriate to make use of the university's existing mechanisms and bodies, which already provide for the protection of employees' and students' rights and the handling of complaints and concerns (such as the Ethics Committee, the Legal Services Department, the Counselling Centre, the university chaplain, senior warrant officers, and the complaints-handling system established under the regulations of the Ministry of Defence, including the Ministry of Defence Ombudswoman, who is available to both employees of the Ministry of Defence and military and civilian students of the University of Defence.) Discussions on the systematic support of early-career researchers at the university were held primarily in the context of forthcoming legislation in the field of research, development and innovation (VaVaI). The resulting recommendations placed particular emphasis on developing guidelines for managers and supervisors, harmonising the terminology used, and defining the principles of mentoring and professional guidance for early-career researchers. Particular attention was also given to strengthening training for research supervisors and raising young researchers' awareness of the career opportunities available to them. The need for further expert discussion of this topic with the relevant Vice-Deans and other key stakeholders was also identified.

The systematic professional development of University of Defence staff continued throughout the third quarter of 2026, covering a range of topics, including AI in Education (Part II – Advanced Level), Building Effective Teams, Acquiring and Processing Scientific Information, and Mentoring and Coaching.

During the reporting period, a regular assessment of progress against the indicators set out in the HR Award Action Plan for 2026–2028 was carried out. At this stage, the evaluation focused primarily on indicators relating to the following areas: in addition to the staff training activities already mentioned, co-authorship, career management for early-career researchers and doctoral candidates, staff recruitment and selection, the evaluation of employees and doctoral candidates, and working conditions.

In the next quarter, the work of the HR Award bodies will focus primarily on finalising the University of Defence's Human Resources Management and Support Strategy for 2027–2031, upgrading the University's Research, Development and Innovation Information Portal, developing a concept for the further development of the University's information system, and

continuing discussions on support for research activities and the promotion of research to the wider public.

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