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**Sent:** den 11 december 2018 14:53  
**To:** Ingrid Estrada Magnusson <[Ingrid.Estrada-Magnusson@ju.se](mailto:Ingrid.Estrada-Magnusson@ju.se)>  
**Cc:** ve\_rtd.charter (RTD) <[rtd-charter@ec.europa.eu](mailto:rtd-charter@ec.europa.eu)>  
**Subject:** Ares(2018)6364088 - RE: Award Granted: SE\_Jönköping University's gap analysis and action plan (HRS4R)

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*Sent by ve\_rtd.charter (RTD) <[rtd-charter@ec.europa.eu](mailto:rtd-charter@ec.europa.eu)>. All responses have to be sent to this email address.*

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Dear Ms Magnusson,

After consultation with our assessors' team, we can come back to you with news regarding your application to obtain the HR award.

The assessors welcomed the care taken in aligning your institution's HR practices with those of the Charter and Code principles.

Given the above, we are pleased to inform you that your institution's comprehensive analysis and action plan meet all the requirements for the use of the 'HR Excellence in research' award/icon.

The final consensus report is attached for your information.

Your institution can now use the 'HR Excellence in Research' award to help promote itself as a provider of a stimulating and favourable work environment.

The award reflects your commitment to continuously improve your human resource policies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, notably your commitment to achieve fair and transparent recruitment and appraisal procedures.

Please find the HR award icon attached in different formats along with graphic guidelines for its use.

We would like also to inform you that the 'HR Excellence in Research' award will soon be activated on the EURAXESS portal: every time your Institute posts a vacancy on it, the 'HR Excellence in Research' icon will appear.

Furthermore, the institution will be listed in the EURAXESS website under the header of 'HR Acknowledged Institutions' (<https://euraxess.ec.europa.eu/jobs/hrs4r>) where the HR awarded institutions are regrouped per country.

Please note that retaining the HR award requires an internal review of your action plan in two years' time assessed by our external international experts, followed by a further external assessment (and site visit [tbc]) 36 months later.

We wish you every success in continuing to implement the Human Resources Strategy for Researchers at your institution and look forward to seeing your achievements in 24 months from now.

Kind Regards,

The EURAXESS Rights team

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**From:** Ingrid Estrada Magnusson <[Ingrid.Estrada-Magnusson@ju.se](mailto:Ingrid.Estrada-Magnusson@ju.se)>

**Sent:** Monday, June 18, 2018 5:29 PM

**To:** CAB MOEDAS CONTACT <[CAB-MOEDAS-CONTACT@ec.europa.eu](mailto:CAB-MOEDAS-CONTACT@ec.europa.eu)>

**Cc:** RTD CHARTER <[RTD-CHARTER@ec.europa.eu](mailto:RTD-CHARTER@ec.europa.eu)>

**Subject:** Submission of Jönköping University's gap analysis and action plan (HRS4R)

Dear Mr. Moedas,

Today we have the great pleasure in submitting Jönköping University's gap analysis and action plan following the guidelines to implement the strengthened Human Resources Strategy for Researchers (HRS4R).

During the last two years we have mapped out approximately 50 different development activities with diverse magnitude. We have prioritized and put activities together into larger projects and have already developed and implemented some of these activities while working with the action plan. We have done so because we found the need to put into place an organization that could follow up the development and implementation of these activities ensuring Jönköping University's continuous improvement toward becoming the excellent research institution we aim to be. We have strengthened our Executive Team by adding two Vice Presidents one of which will have the responsibility for research and will follow up on the development plans stated in the action plan. It is essential that the new Vice President, Marie Ernsth-Bravell, takes ownership of those activities/development plans.

Please see the web link to the published version of our organization's Gap Analysis, Action Plan, Development Plans as well as for the Charter and the Code:

[www.ju.se/en/HRS4R/documents](http://www.ju.se/en/HRS4R/documents)

We are looking forward to your feedback and final approval.

Yours sincerely,

Agneta Marell

President/Vice Chancellor

Ingrid Estrada-Magnusson

Chief HR Officer

**Ingrid Estrada-Magnusson**

*Chief HR Officer*

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*President's Office*

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