

**Important message to institutions:****Onsite visits are resumed starting 1 September 2022**

The broad lifting of the COVID-19 related travel limitations, allow us to cautiously resume the onsite visits. All site visits scheduled to take place after 1 September, will be organized under the normal onsite configuration.

Please note that after 1 September the virtual formula for “remote” site visits, will not be in place anymore.

## Process Description

**Case number:** 2021R0698933

**Name Organisation under review:** Technical University of Civil Engineering of Bucharest

**Organisation’s contact details:** 124, Lacul Tei Boulevard, Bucharest

**Date endorsement charter and code:** 21/10/2021

## Process

The HRS4R process must engage all management departments directly or indirectly responsible for researchers’ HR-issues. These will typically include the Vice-Rector for Research, the Head of Personnel, and other administrative staff members. In addition, the HRS4R strategy must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4 , as well as appoint a Committee overseeing the process and a Working Group responsible for implementing the process.

Please provide the name, the position and the management line/ department of the persons who are directly or indirectly engaged in the HRS4R process in your organisation:

Name	Position	Steering Committee	Working Group	Management line/ Department
Madalina Stoian	Pro rector, in charge with HR Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Top management

Your organisation must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4, as well as appoint a Committee overseeing the process and a Working Group responsible for the implementation of the HRS4R process.

Provide information on how the researchers groups were involved in the GAP-analysis:

Stakeholder group	Consultation format	Contributions
Researchers post doc	Questionnaire,	32 replies,
Researchers	interviews	16 interviews

Please describe how the Committee overseeing the process was appointed and how it worked (meetings, decisions, etc.):

The Committee was appointed by the decision of the University Senate, materialized in a Rector's decision. The Committee met regularly and issued decisions in order to reach its goals.

Please describe how the Working Group doing the Gap Analysis was appointed:

The Working group gathered as a team on Human Resources management involved in an European project with 6 partners called EU CONEXUS Research for Society. The members are researchers and professors active in Management and Civil Engineering Departments, coordinated by the pro rector in charge with Human Resources Management in the University.