

Charter & Code – Standardi Evropske Komisije u vezi razvoja karijera istraživača

dr Milan Zdravković, EURAXESS Serbia,
Mašinski fakultet u Nišu, Univerzitet u Nišu



EURAXESS Srbija

- Mreža centara, koji pružaju usluge istraživačima u domenima mobilnosti i razvoja karijere
 - 33 organizacije
- Promocija Evropskih principa i alata za razvoj karijere i mobilnost
 - Povelja i Procedure
 - EURAXESS Jobs
- Nacionalni EURAXESS portal
- Treninzi, konferencije, studijske posete

The screenshot shows the Serbian EURAXESS portal website. The browser address bar displays "www.euraxess.rs/sitegenius/index.php". The page header features the EURAXESS logo and "SERBIA" in a blue banner. Below the header, there is a search bar and language selection options (SR, EN). The main content area is titled "SERBIA FOR RESEARCHERS" and contains text about the portal's purpose and services. A sidebar on the left lists navigation options such as "Home", "About Us", "What is EURAXESS?", "Services", "Research in Serbia", "Incoming Researchers", "Outgoing Researchers", "News & Announcements", and "Contact". There is also a "SEARCH FOR SERVICES" section with dropdown menus for "Target Group" (set to "Incoming Researcher"), "Country" (set to "Serbia"), and "Type of Service". Other sections include "JOBS" with information about "Stardust ITN Early Stage Researcher (ESR-10)", "I-SEEMob", and "SER-MORE project".

Šta su Povelja i Procedure?

- Evropska povelja za istraživače
 - Principi razvoja karijere istraživača
- Procedure za zapošljavanje istraživača
 - Principi otvorenog i transparentnog zapošljavanja istraživača
- Usvojeni od strane EC, 2005-te godine, u vidu preporuke
- Cilj - atraktivno, otvoreno i održivo Evropsko tržište rada za istraživače
- 1200 institucija iz 35 zemalja Evrope podržalo principe
- Logo 'HR Excellence in Research'
 - Dodeljuje se organizacijama koje su ostvarile značajan progres u implementaciji principa povelje i procedura
 - Dodeljen 102-ma organizacijama
 - 14 institucija iz Hrvatske, najveći broj iz UK, preko 50



40 principa Povelje i Procedura

- Etički i profesionalni aspekti karijere
 - Istraživačka sloboda, profesionalna odgovornost, društvena odgovornost i javno angažovanje, ...
- Zapošljavanje
 - Izbor kandidata, transparentnost procesa, ...
- Radni uslovi i socijalna sigurnost
 - Okruženje za rad, finansiranje, razvoj karijere, angažovanje u nastavi, ...
- Trening
 - Odnos sa mentorima, kontinuirano profesionalno obrazovanje, ...

Šta je HRS4R?

- Strategija ljudskih resursa za istraživače ("Human Resources Strategy for Researchers") je proces za primenu principa Povelje i Procedura u praksi
 - Institucije ga primenjuju dobrovoljno;
 - Zasniva se na:
 - internoj analizi postojećeg stanja (40 principa u 4 ključne oblasti);
 - akcionom planu za rešavanje ili napredovanje u rešavanju uočenih problema
 - Proces je jednostavan i fleksibilno definisan; definiše minimalne uslove za sprovođenje, koji uzimaju u obzi specifičnosti različitih nacionalnih okolnosti;
 - Nije preduslov za učešće u H2020;

Kako se HRS4R proces izvršava?

1. Izrada interne analize i akcionog plana
 - Interna analiza mora uzeti u obzir i glas istraživača koji rade u toj organizaciji
 - Objavljivanje na web sajtu organizacije
2. Evaluacija i priznavanje od strane EC
3. Samoevaluacija, nakon 2 godine
4. Eksterna evaluacija, najmanje svake 4 godine

Zašto je ovo važno za Univerzitete u Srbiji?

- Značajno povećana vidljivost organizacije
- Prilika za bolju integraciju univerziteta
- Proces stvaranja informacije, ideje i znanja, važne za upravljanje kvalitetom, akreditaciju i druge inicijative
- Implementacija principa Povelje i Procedura se evaluira u okviru Poglavlja 25. Nauka i istraživanje
- Umrežavanje sa HR sektorima vrhunskih istraživačkih organizacija u Evropi
- Ideje i mogućnosti za predlaganje tzv. soft-projekata

- Organizacije koje su “potpisale” Povelju i Procedure
 - Univerzitet u Novom Sadu
 - Univerzitet u Nišu
 - Institut za ratarstvo i povrtarstvo, Novi Sad
 - Metropolitan Univerzitet

EURAXESS Jobs

Jedinstvena platforma za
zapošljavanje istraživača u Evropi



Šta je EURAXESS Jobs?

- Online tržište oglasa za poslove, stipendije i grantove za istraživače
 - Mogućnost postavljanja lične biografije
- 80.000 posetioca mesečno
- Do 5000 novih konkursa mesečno

The screenshot shows the EURAXESS Jobs website. At the top, there is a navigation bar with links for 'A to Z', 'Services', 'About this site', 'Important legal notice', 'Analytics Disclaimer', 'Contact', and 'Search on EUROPA'. The main header features the European Commission logo and the text 'EURAXESS Researchers in Motion'. Below this is a search bar with the text 'I'm looking for...' and a search button. To the right of the search bar are filters for 'Country', 'Research field', and 'More filters'. A notification indicates '6310 offers available!'. The main content area is divided into several sections: 'Latest offers' with a list of job postings from the University of Thessaly; 'Fellowships & Grants external links' with a sub-section for 'Under European Funding'; 'National Portals' with a search for national EURAXESS portals; 'MAKE YOUR VOICE HEARD' with a call to action to join the Voice of the Researchers group; 'Post your job offer or CV online!' with a call to action to post a job offer; 'Find out how we helped Anne to advance in her career' with a testimonial; and 'COOPERATION ANNOUNCEMENT' with information about EURAXESS jobs and cooperation opportunities. The footer contains contact information, RSS feeds, and a last update date of 21 January 2014.



EURAXESS Researchers in Motion

European commission > Euraxess > Jobs > Jobs search



Login / Register
To post your advert
or CV



Enter the jobs or fellowships keyword

Search Results

4711 results found (1-15 Displayed)

View the results as: List Map

First « Previous 1 2 3 4 5 6 7 8 9 10 11 Next » Last

University of Thessaly offers a position of Postgraduate in Biochemistry and Biotechnology Researcher for the project Novel approaches to Olive fly control: focus on olfactory and reproductive systems [Job](#)

University of Thessaly offers a position of Postgraduate in Biochemistry and Biotechnology Researcher for the project Novel approaches to Olive fly control: focus on olfactory and reproductive systems

21/01/2014 - 11:14 | Country: Greece | Organisation: University of Thessaly | Research field: Biological sciences | Application deadline: 24/01/2014 | Nr. of offers: 1

University of Thessaly offers a position of Postgraduate in Biochemistry and Biotechnology Researcher for the project Novel approaches to Olive fly control: focus on olfactory and reproductive systems [Job](#)

University of Thessaly offers a position of Postgraduate in Biochemistry and Biotechnology Researcher for the project Novel approaches to Olive fly control: focus on olfactory and reproductive systems

21/01/2014 - 11:13 | Country: Greece | Organisation: University of Thessaly | Research field: Biological sciences | Application deadline: 24/01/2014 | Nr. of offers: 1

PhD student position in design and optimization of a vehicle 48V hybrid system [Job](#)

The division of Electric Power Engineering at Chalmers is together with Volvo Car Corporation looking for a PhD student in the area of 48 V electrical system design and operation. [...]

21/01/2014 - 10:59 | Country: Sweden | Organisation: Chalmers University of Technology | Research field: Technology | Application deadline: 22/02/2014 | Nr. of offers: 1

University of Thessaly offers a position of Postdoc in Computer Science Researcher for the project Targeting the hypoxia-inducible transcription factors HIFs in inflammation and cancer (HYPOXYTARGET) [Job](#)

University of Thessaly offers a position of Postdoc in Computer Science Researcher for the project Targeting the hypoxia-inducible transcription factors HIFs in inflammation and cancer (HYPOXYTARGET)

21/01/2014 - 10:48 | Country: Greece | Organisation: University of Thessaly | Research field: Computer science | Application deadline: 23/01/2014 | Nr. of offers: 1

University of Thessaly offers a position of PhD candidate Researcher in Biochemistry and Biotechnology for the project Targeting the hypoxia-inducible transcription factors HIFs in inflammation and cancer (HYPOXYTARGET) [Job](#)

University of Thessaly offers a position of PhD candidate Researcher in Biochemistry and Biotechnology for the project Targeting the hypoxia-inducible transcription factors HIFs in inflammation and cancer (HYPOXYTARGET)

21/01/2014 - 10:45 | Country: Greece | Organisation: University of Thessaly | Research field: Medical sciences | Application deadline: 23/01/2014 | Nr. of offers: 1

University of Thessaly offers a position of PhD candidate Researcher in

Refine By

Type

Job Vacancies (2582)
Fellowship Programmes (1476)
External Links (653)

Research field

Biological sciences (950)
Engineering (887)
Medical sciences (652)
Physics (624)
Chemistry (621)
More +

Country

Italy (1082)
Germany (666)
United Kingdom (602)
France (352)
Poland (289)
More +

Publishing Organisation

Italian Ministry of Education, University and Research (1215)
NatureJobs (943)
Academic Positions (198)
University of East Anglia (94)
universitypositions (73)
More +

EU Research Framework Programme

Marie Curie Actions (309)
European Research Council (44)

Research Profile

First Stage Researcher (R1) (758)
Recognised Researcher (R2) (451)
Established Researcher (R3) (163)
Leading Researcher (R4) (113)

Distance

Within km from



EURAXESS Statistics
Useful Links
Suggest New Link
Policy Library
Help Desk

EURAXESS WIDGETS
Add Job Vacancies Search to your web pages

Marie Curie Actions

Get support: People/Marie Curie National Contact Points

erc
European Research Council
Established by the European Commission

Get support: Ideas/ERC National Contact Points

EURAXESS Jobs

- 8800 organizacija objavljuje konkurse
- Više od 16000 biografija, 45000 registrovana istraživača



EURAXESS Jobs

- Pretraživanje prema
 - istraživačkoj oblasti
 - statusu i profilu karijere
 - First stage, Recognized, Established, Leading
 - zemlji
 - programu finansiranja (MCA, ERC,..)
- Naglašeni oglasi koje su objavile organizacije sa HR Excellence in Research logom

The screenshot displays the EURAXESS website interface. At the top, there is a navigation bar with the European Commission logo and the text "EURAXESS Researchers in Motion". Below this, a blue banner features the word "JOBS" and navigation links for "SERVICES", "RIGHTS", and "LINKS". A sidebar on the right contains various utility links such as "Login / Register", "EURAXESS Statistics", and "Marie Curie Actions".

The main content area shows a job listing for the University of Thessaly, posted on 21/01/2014. The job title is "University of Thessaly offers a position of Postgraduate in Biochemistry and Biotechnology Researcher for the project Novel approaches to Olive fly control: focus on olfactory and reproductive systems". The listing includes details such as the job ID (33898283), contract type (Temporary), status (Full-time), and hours per week (40). It also specifies the company/institute (University of Thessaly) and the country (GREECE).

The "Description" section states that application and certificate documents should be sent by mail, and there is one position available. The "Research Fields" are listed as Biological sciences - Biology, and the "Career Stage" is Early stage researcher or 0-4 yrs (Post graduate). The "Research Profile" is First Stage Researcher (R1).

The "Requirements" section indicates that the required language is GREEK and the language level is Excellent. Below this, a map of Greece is shown with various locations marked, including Girokaster, Sarande, Kerkira, Igoumenitsa, Arta, Preveza, Agrinio, Lamia, Chalkida, Argostoli, Egio, Amelada, Korinthos, and Athina.

At the bottom, there is a section titled "GET MORE! The EURAXESS Services Centres" which provides information about the free and personalised assistance offered by the EURAXESS Services Centres across 40 different European countries.

Hvala na pažnji

dr Milan Zdravković, info@euraxess.rs

Nacionalni EURAXESS portal:

www.euraxess.rs

EURAXESS Jobs:

<http://ec.europa.eu/euraxess/jobs>

