

Program for the evaluation of R1 & R2 researchers

Preamble

The Program for the Evaluation of R1 and R2 Researchers hired under research projects, which was launched in May 2021, is part of the initiative to achieve the "Human Resources Strategy for Research (HRS4R)" seal. This action is aligned with one of the 40 principles established by the Charter and the Code of Conduct for Researchers, specifically principle 11: "Evaluation Systems", of the Chapter: "Ethical and Professional Aspects".

The purpose of this evaluation is to provide R1 and R2 researchers hired under research projects with the opportunity to obtain a written evaluation, signed by their supervisor, of the knowledge and skills acquired during the project, which can be used for the next steps in their professional career.

Since some R1 and R2 researchers are evaluated on a regular basis by their supervisors, this program is aimed especially at those who do not have this opportunity, but also at those who do.

First Stage Researcher (R1) (Up to the point of PhD)

This profile includes individuals doing research under supervision in industry, research institutes or universities, it includes doctoral candidates.

Recognised Researcher (R2) (PhD holders or equivalent who are not yet fully independent)

Here we are including:

- Doctorate degree (PhD) holders who have not yet established a significant level of independence;
- Researchers with an equivalent level of experience and competence.

Competences to be evaluated

Necessary competences as R1 researcher

- Carry out research under supervision;
- Have the ambition to develop knowledge of research methodologies and discipline;
- Have demonstrated a good understanding of a field of study;
- Have demonstrated the ability to produce data under supervision;
- Be capable of critical analysis, evaluation and synthesis of new and complex ideas;
- Be able to explain the outcome of research (and value thereof) to research colleagues.

Desirable Competences as R1 researcher

- Develops integrated language, communication and environment skills, especially in an international context.

Necessary Competences as R2 researcher (All competences of 'First Stage Researcher' plus):

- Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field;
- Has demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity;
- Has made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent;
- Demonstrates critical analysis, evaluation and synthesis of new and complex ideas;
- Can communicate with their peers - be able to explain the outcome of their research (and value thereof) to the research community
- Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability;
- Co-authors papers at workshop and conferences

Desirable Competences as R2 researcher

- Understands the agenda of industry and other related employment sectors
- Understands the value of their research work in the context of products and services from industry and other related employment sectors
- Can communicate with the wider community, and with society generally, about their areas of expertise
- Can be expected to promote, within professional contexts, technological, social or cultural advancement in a knowledge based society

- Can mentor First Stage Researchers, helping them to be more effective and successful in their R&D trajectory.

General Conditions

1. All R1 or R2 researchers hired under research projects with a valid contract may apply to participate in the evaluation program.
2. Participation in this program will be voluntary.
3. By participating in this program, the R1/R2 researchers and their responsible supervisors agree to collaborate by evaluating the experience in a questionnaire, and to keep the confidentiality of the contents of the interview or meetings, as well as the evaluation reports.

Procedure

The process consists of the following steps:

Step 1: Initiation of the evaluation. The junior researcher who wishes to participate accesses through the [Human Resources Strategy for Researchers \(HRS4R\) website](#) to the corresponding documentation (questionnaire and report models) and requests his/her evaluation to the researcher responsible for the research project for which he/she is contracted.

Step 2: The researcher responsible for the research project meets with the junior researcher, and together, they try to answer the evaluation questionnaire (in Excel), considering as score: 1-5 low performance, 6-7 medium performance, and 8-10 high performance.

Step 3: The researcher responsible for the research project completes and signs the report summarizing the result of the research evaluation conducted by the junior researcher.

Step 4: The investigator responsible for the research project sends the evaluation questionnaire and the signed report to the junior researcher, **in a private email**, in a cordial and constructive tone. Both the evaluation sheet and the report are confidential documents, known only to the responsible researcher and the junior researcher.

Step 5: At the end of the process, the satisfaction with the program of both the junior researcher and the responsible researcher will be evaluated using a brief [questionnaire](#).