HR Excellence in Research

Internal Review

Internal Review

Case number

2023RO86582

Name Organisation under review

National Institute of Research and Development for Technical Physics

Organisation’s contact details

b-dul Mangeron nr. 15, Iasi, 700050, Romania

1. Organisational Information

Please provide an update of the key figures for your organisation. Fields marked with * are compulsory.

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, doctoral candidates either full-time or part-time involved in research *	39
Of whom are international (i.e. foreign nationality) *	1
Of whom are externally funded (i.e. for whom the organisation is the host organisation) *	1
Of whom are women *	16
Of whom are R3 or R4 = established or leading researchers with a large degree of autonomy (e.g. holding the status of principal investigator or professor) *	11
Of whom are R2 = recognised researcher (e.g. postdoctoral researcher, junior researcher) *	11
Of whom are R1 = first stage researcher (e.g. doctoral candidate, research apprentice) *	8
Total number of students (if relevant) *	0
Total number of staff (including management, administrative, teaching, and research staff) *	78

RESEARCH FUNDING (figures for the most recent fiscal year)	€
Total annual organisational budget	2172546
Annual organisational direct government funding (designated for research)	0
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	1974623
Annual funding from private, non-government sources, designated for research	205123

ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)

With a tradition of more than seven decades of activity with notable results in the field of scientific research, the National Institute of R&D for Technical Physics, NIRDTP Iasi, although a medium-sized institute, is a center of excellence that contributes to the development of national / regional as well as international research. Accessing of this status of excellence was possible through sustained efforts towards international recognition of scientific activity. The openness to international scientific community, included in the institutional strategy, aims at collaborative actions with research institutions, universities, and companies, as well as at employing highly qualified specialists from abroad.

2. Strengths and weaknesses of the current practice

Please review the strengths and weaknesses under the four pillars of the European Charter for Researchers, as provided by your organisation in the initial assessment phase. When doing so, you should do not only look back, but also consider new priorities, strategic decisions, etc. which may further influence the action plan. Please also provide a brief commentary in the 'Remarks' column if major changes have occurred versus the initial plan.

Note: Click on the name of each of the four thematic headings of the European Charter for Researchers to open the editor and provide your answers in the section dedicated to internal review for the interim assessment.

Ethical and professional aspects*

Strengths and weaknesses (initial phase)

The Internal Regulations, System (administrative) and Operational Procedures constitute the legal framework of NIRDTP Iasi.

Ethical principles are specifically outlined in the Code of Ethics and Integrity procedure which addresses the issues of Integrity and Professionalism, including issues relating to discrimination, alongside The Gender Equality Strategy and Plan. Compliance with the norms conduct are monitored by the Institute's Ethics and Integrity Committee. An anti-harassment procedure, a disciplinary procedure, and a conflict of interest and incompatibility procedure are in force along with the policies related to ethical and professional aspects.

Researchers of NIRDTP Iasi are aware that their research is relevant to society and should not duplicate research previously carried out elsewhere. They are free to initiate research activities in accordance with the requirements of the programs in which they intend to participate, with no restrictions/limitations on the proposed research topics. The programme of scientific research is planned at the highest level by the Scientific Committee which consists of senior scientists from the institute and approved by the Board of Directors. Principles of equal opportunities are implemented in accordance with national and EU legislation.

NIRDTP Iasi respects transparency and budgetary rules for public funds. Financial – Accounting Department authorizes the compliance and correctness of expenses engaged within research projects. As a result of the implementation of a marketing strategy NIRDTP Iasi achieved in the recent years a more effective capitalization of results.

The following elements for development were identified:

Specific guidelines should be stated in the internal procedures regarding professional responsibility taking into account the trends at European and national level regarding open data, open access, open science, etc.

Formal periodic evaluation for some categories of personnel should be set up.

The necessity to constantly increase awareness of Members of Personnel on knowledge transfer issues, Intellectual Property Rights and Entrepreneurship as well as to increase public engagement.

Strengths and weaknesses (interim assessment)

A new "Code of Ethics and Professional Conduct for Research, Development, and Innovation Personnel" has been developed by the NIRDTP Iasi which complies with the national legislation (Law No. 183/2024 on the Statute of Research, Development and Innovation (RDI) Personnel, Ministerial Ordinance No. 6886/10.12.2025 approving the Code of Ethics and Professional Conduct for Research and Development Personnel, and Ministerial Ordinance No. 6905/16.12.2025 approving the Codes of Ethics and Good Conduct in Research, Development and Innovation for RDI Personnel in Research Organisations, by research field) and is aligned with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as the Council Recommendation (C/2023/1640) on a European framework for attracting and retaining research, innovation and entrepreneurial talent in Europe. The new Code of Ethics are published on the NIRDTP Iasi web page both in Romanian (https://www.phys-iasi.ro/sites/default/files/docs/Codul%20de%20etica%202026.pdf) and in English languages (https://www.phys-iasi.ro/sites/default/files/docs/Code%20of%20Ethics%202026.pdf).

The Ethics Committee consists now of 5 members (as compared to 3 in the previous one), gender balanced, according to the current requirements in the legislation.

The Code of Ethics is also complemented by the "Regulation for the prevention and combating of harassment on the grounds of sex, as well as moral harassment in the workplace" Regulament hartuire IFT-Iasi.pdf (https://www.phys-iasi.ro/sites/default/files/docs/Regulament%20hartuire%20IFT-Iasi.pdf) developed in 2025 according to the Government Decision No. 970/2023 Methodology which is based on the EU legislation and which introduces an explicit prohibition of violence and harassment, regardless of the discriminatory ground involved. A committee consisting of 4 members has been also appointed at NIRDTP Iasi.

However, given that the legislation has only recently been amended, neither the committee members nor the institute’s staff are yet fully familiar with the new provisions. This issue will be addressed by the third quarter of next year by providing training sessions, with further updates and guidance provided as necessary thereafter.

Remarks (max 500 words)

Since the submission of the HRS4R documentation, Romanian legislation has been substantially updated to strengthen alignment with the highest ethical standards in research activities and with European good practices. The relevant national legislative framework includes Law No. 183/2024 on the Statute of Research, Development and Innovation (RDI) Personnel, Ministerial Ordinance No. 6886/10.12.2025 approving the Code of Ethics and Professional Conduct for Research and Development Personnel, and Ministerial Ordinance No. 6905/16.12.2025 approving the Codes of Ethics and Good Conduct in Research, Development and Innovation for RDI Personnel in Research Organisations, by research field.

The main new provisions and requirements introduced by the updated legislation, which are also reflected in the NIRDTP Iași Code of Ethics, concern: (i) the regulation of Artificial Intelligence (AI), including the introduction of clear rules on the transparency and disclosure of data or content generated using AI tools in research activities; (ii) the prevention of serious research misconduct through the clear definition and differentiation of plagiarism, self-plagiarism, data fabrication and falsification, conflicts of interest, and abuse of authority; (iii) compliance with European standards and the GDPR, including alignment with the ALLEA European Code of Conduct for Research Integrity; and (iv) the establishment of independent ethics committees, requiring each research organisation to have a research ethics committee with functional independence from its administrative management.

The Code of Ethics, together with the Internal Regulation, addresses issues related to professional responsibility, taking into account European and national developments concerning open data, open access, open science, and related practices.

Members of personnel have received training on knowledge transfer, intellectual property rights, and entrepreneurship through participation in dedicated seminars, networking events, and other activities organised by the institute or by external institutions. Public engagement has also been strengthened through dedicated projects and activities involving schools, school visits, laboratory tours, and internships for MSc and PhD students, including international students. The institute has also strengthened its collaboration with policymakers, national and international industry, local authorities, and other relevant stakeholders.

Recruitment and selection*

Strengths and weaknesses (initial phase)

The employment process for job vacancies is carried out by competition, organized according to the provisions of national legislation and internal methodology.

The recruitment is carried out through a transparent process, the competition criteria (thematic, bibliography, job requirements, level of competence, contest calendar, etc.) Recruitment procedures for Research Staff positions are detailed on the Institute web page, including Job description, Methodology and Competition rules. All positions are published on the NIRDTP Iasi career pages and on specific job portals, including EURAXESS, where appropriate. Eligibility conditions are specified for each position.

The selection criteria for the job vacancies complies with the national legislation on the evaluation and recognition of scientific merits and performance, in relation to the level of qualification and competences required by the job vacancy and specified in the job description. Quantitative assessment criteria are used, in accordance with national legislation, as well as qualitative criteria referring to the professional and personal achievements of the candidate.

Candidates are not subject to any discrimination based on sex, age, ethnicity, nationality or social origin, religion or religious belief, language, disability, political opinion, social or economic condition.

The following elements for development were identified:

Not all job vacancies are posted on platforms that provide both national and international visibility (e.g. Euraxess). The competition methodology and rules, the national legislation, and any other relevant information are available only in the Romanian language when recruiting on some national projects, in which case the Euraxess portal is not used.

The job vacancy does not contain sufficient information on working conditions, remuneration and career development prospects even though candidates are advised to contact HR office for further information.

The necessity to provide guidelines for the Selection Committee to clearly inform on the selection process.

The necessity to provide written feedback to not selected candidates.

Strengths and weaknesses (interim assessment)

The institute is currently revising all procedures, rules and regulations to follow the changes in the Romanian legislation through the new law 183/10.06.2024 on the Statute of the RDI personnel which is aligned with the EU legislation.

Recruitment and Selection Policy of Personnel (OTM-R) at NIRDTP Iasi has been drafted and aproved by the Scientific Committee and can be found in Romanian and English at: POLITICA DE RECRUTARE ȘI SELECȚIE A PERSONALULUI OTM-R (https://www.phys-iasi.ro/sites/default/files/docs/OTM-R%20Policy.pdf)

Applicants are vastly selected on the basis of a personal interview by the selection committee. Applicants are assessed comprehensively. A comprehensive comparison of the merits and experiences of all candidates is performed every time and they are treated equally during the recruitment and selection procedure. Career breaks are not evaluated to the detriment of the applicant. The value of mobility is recognized and the different types of mobility are evaluated positively, in the context of other qualifications. The principle of service age is fully respected. Accepted applicants receive the necessary training.

Within the provisions of new legislation, employment for participation in research projects, or any other types of projects, regardless of the source of funding, may be carried out for a fixed term, not exceeding the duration of the respective project, without undergoing any other prior formalities and/or selection procedures, for personnel designated in the staff lists as members of the project team, as well as for personnel of the research organization. In the case of personnel employed by the research organization, employment within a project shall be carried out on the basis of a decision by the head of the respective organization, through the conclusion of an individual employment contract. In the case of national research and development institutes, their own personnel designated in the staff lists as members of the team of a research project, regardless of the source of funding, may conclude with the research organization, for the purpose of carrying out the respective project, an addendum to the existing individual employment contract.

As the Ministerial Order No. 4688/2026 approving the necessary and mandatory minimum criteria and standards for conferring the research ranks (R1-R4) entered in force in August 2026, the Methodologies and Regulations for the recuitment of personnel as well as the ones for the promotion have been developed and approved by the Scientific Committee but there was no time to translate it into English. This will be done by the IV thQ of 2027.

Remarks (max 500 words)

The new law 183/2024 on the status of the RDI personnel differentiates now between recruitment of new personnel on vacant positions and promotion of employed personnel on a superior position.

In alignment with the recent comprehensive reform of the Romanian research landscape, NIRDTP Iasi has updated its recruitment and promotion frameworks to strictly comply with the new Law No. 183/2024 on the Statute of Research, Development, and Innovation (RDI) Personnel, which officially repealed the former Law No. 319/2003.

To operationalize these statutory changes, the institute has integrated the mandatory provisions of Government Decision (HG) No. 1568/2024 (governing external recruitment competitions) and Government Decision (HG) No. 1569/2024 (governing internal promotion examinations) into its operational workflows. This legal shift structurally reinforces our OTM-R strategy by

enforcing international vacancy broadcasting (via the EURAXESS portal), standardized point-based grading matrixes, and strict appeal timelines.

Research and development (R&D) personnel are appointed to positions through a public competition or examination, in accordance with the principles of transparency, competence, and gender equality.

In the Romanian system there is a position, junior resesrch assistant (ACS) that is not present in the EU nomenclature, and that refers to persons having bachelor or MSc degree and that are not yet enrolled as PhD students. For hiring ACS, the most promising candidates are selected based on the results in the higher education institution, a presentation of their bachelor or master dissertation and an interview. They have to attend training courses, with examination after 6 months. They are working under the supervision of a senior researcher.

We have drafted the new Regulations for recruitment as well as for promotion of the personnel according to the new legislation. For R1, R2, R3 and R4 specific rules apply, e.g. for R3 and R4 in agreement with national regulations (new law 183/2024 and Ministerial Order 4668/2026), and for R2 and R1 in accordance with the internal NIRDTP Iasi rules and procedures. https://www.phys-iasi.ro/sites/default/files/docs/Regulament%20de%20ocupare%20a%20posturilor%20vacante.pdf; https://www.phys-iasi.ro/sites/default/files/docs/Regulament%20de%20promovare%20in%20cercetare.pdf

Unfortunately, no national competitions for research projects took place over the previous two years. As documented in the Research Funding section of this assessment, this has led to a decrease in institutional funding. Under these circumstances, as a self-funded organization, no new researchers at the R1–R4 levels have been externally recruited or internally promoted. Recruitment has been strictly limited to junior research assistants (MSc students on internships) and technicians, the latter appointed specifically to enhance our micro-production capacity."

Working conditions*

Strengths and weaknesses (initial phase)

The institute is committed to deliver and to create a positive work environment to achieve high professional standards, individually and collectively, to ensure that the human, material and financial resources are used optimally for the benefit of NIRDTP Iasi.

The working programme of employees is established through the Collective Employment Contract and Individual Employment Contracts and allows flexible working hours, in compliance with the legislation in force.

Stability and continuity of employment are ensured for all employees, most of the individual employment contracts being concluded for an indefinite period. Fixed-term contracts are drawn up either for temporary or specifically created vacancies in projects, or for the involvement of researchers in projects funded by non-reimbursable structural funds.

Salaries are determined by the funding secured through research projects, in alignment with the Collective Employment Contract salary scale. Individual performance and achievement of set indicators are also influencing the salary levels. All necessary facilities are provided to the Members of Personnel, including office space, telephone, a personal computer with full internet access as well as all other equipment and services needed to execute their work.

NIRDTP Iasi provides equal career opportunities and treatment for women and men to cover working conditions, work-life balance, including, maternity protection and parental leave, stipulated in the Collective Employment Contract of NIRDTP Iaşi.

Equal gender representation at all levels of staff, including management, based on a policy of equal chances at recruitment and in the later stages of the career.

There are annual reviews of the financial and social conditions of members of personnel in meetings with management and employees representatives, according to the Collective Employment Contract with a view to ensuring that the financial and social conditions offered by the institute are fulfilled.

The following elements for development were identified:

Although all positions are advertised according to national legislation and internal rules and methodologies, an increased visibility for research staff vacancies must be ensured.

The job vacancy announcements do not fully describe the working conditions, salaries, and the career development opportunities in the job vacancy announcement.

NIRDTP Iasi should ensure that the Evaluation Committee and recruiters are aware of the importance of not penalizing variations in CVs.

Strengths and weaknesses (interim assessment)

In essence, there are no structural changes in the core Strengths and Weaknesses compared to the initial phase.

The development elements previously identified are being systematically addressed through our newly developed institutional policies.

Specifically, within the newly enacted *Regulations for Recruitment* and *Regulations for Promotion of Personnel*, clear provisions have been integrated to ensure that Selection Committees and recruiters do not penalize career breaks or variations in chronological CVs. Furthermore, standardized guidelines for comprehensive Job Vacancy Descriptions are currently under final development. Enhanced visibility for all open positions will be consistently guaranteed, including mandatory international broadcasting via the EURAXESS portal whenever vacancies arise.

Remarks (max 500 words)

Regarding the working conditions of employees at NIRDTP Iași, the implementation of the new national Law No. 183/2024 on the Statute of RDI Personnel has introduced structural advancements aimed at improving working conditions and strengthening the rights and protection of research staff.

In alignment with this framework, NIRDTP Iași has already integrated key updates into its core operational documents, including the Code of Ethics, the Workplace Anti-Harassment Policy, and the Internal Managerial Control System (IMCS) Procedures and OTM-R Policy. Through these updates, the institute has successfully formalized:

- Optimized Work-Life Balance: Integration of the new legal limits on maximum daily and monthly working hours, paired with an increased allocation of paid annual leave days.
- Guaranteed Mobility Funding: Formalization of dedicated funding streams to support international and national researcher mobility.
- Enhanced Legal and Ethical Protection: Institutional safeguards that protect research personnel acting with integrity against plagiarism, academic misconduct, and any potential abuse of authority.

While these primary provisions have been successfully operationalized, not all internal procedures are fully aligned yet. The institute is currently conducting a systematic review to update the remaining policies and operational frameworks, ensuring absolute compliance with the new national legislative framework in the upcoming period.

Training and development*

Strengths and weaknesses (initial phase)

NIRDTP Iasi put emphasis on researchers' career development by promoting scientific training and ethical research management.

The institutional context, research-development institute, favors a direct and continuous interaction of early-stage researchers with the coordinators of the research activity in research projects. Emphasis is put both on the theoretical and practical training as well as to of young researchers training in project management.

The NIRDTP Strategic Plan stipulates the importance of maintaining, updating and developing competencies needed for the performance of present and future functions.

The following elements for development were identified:

The need to implement a culture of increased feedback at all levels, bottom up and across, to improve awareness of one's performance and impact in a supervisory role using specific tools including bottom-up feedback has been identified.

Improving the system for the evaluation of research progress, with a focus on qualitative analysis of research results or related activities.

Implementation of a feedback system from trainees and a procedure for evaluating supervisors and mentors.

Strengths and weaknesses (interim assessment)

The institute continues its established practice of hosting full-time MSc and PhD students who conduct their research activities on a permanent basis at INCDFT-IFT Iași. Their doctoral research topics are aligned with and integrated into the RDI activities carried out within the institute's ongoing research projects, thereby fostering the involvement of young researchers and encouraging them to develop innovative solutions.

Some MSc students continue their studies by pursuing PhD degrees under joint supervision of researchers from the institute and academic staff from the Faculty of Physics. Others have been awarded PhD scholarships at universities abroad, including in the United States, to pursue research on related topics.

Furthermore, as part of the institute's longstanding collaboration with Politecnico di Torino, Italy, a PhD student is currently carrying out research training at NIRDTP Iași through an Erasmus programme + internship.

Researchers have participated in workshops and training visits in world leading laboratories and manufactures in Switzerland, Denmark and Germany on EU funded projects.

The previously identified needs for multi-directional feedback, qualitative evaluation, and supervisor assessment are now actively being integrated into the newly drafted internal recruitment and promotion regulations.

Remarks (max 500 words)

Romania's new legislation on research and professional development establishes a modern framework, aligned to the EU requirements through Law No. 183/2024 on the Status of Research, Development and Innovation Personnel and related recent regulations, reforming the rules governing evaluation, career advancement, and research ethics. The law incorporates continuous professional development as an obligation aimed at motivating and developing human resources.

Thus, in order to maintain a stimulating research environment within the institute financial support is provided to researchers, in accordance with the applicable legal provisions and the Collective Labour Agreement, for: participation in various professional training and information activities (training courses for different professional activities, legislative updates, use of and access to databases, etc.), participation in national and international scientific and technological events (conferences, congresses, symposia, workshops, invention exhibitions, etc.) sustaining the RDI staff's membership in representative national and international professional associations and societies, patenting original results; Supporting the scientific information and documentation of the institute's research and development staff through the use of specialized platforms and databases, including training courses for R&D personnel on the use of databases and scientific information sources and online access to specialized scientific literature and information resources.

Furthermore, clear methodologies have been approved for the recruitment, appointment, and promotion of researchers, as mentioned above. These new regulations do not entail substantial changes to the Institute's policy on training and staff development. Instead, they introduce improvements and modernizations that the Institute had already planned to implement to align its policies to the EU ones. They have already been introduced into the documents relating to professional training and personnel development (i.e., the *Regulations for the Promotion and Evaluation of Researchers* and the *OTM-R Policy*). This dual approach simultaneously addresses the proposed elements for development identified during the Initial Phase.

Have any of the priorities for the short- and medium-term changed? (max. 500 words)

The short- and medium-term priorities have not changed. However, the core priorities for the short- and medium-term priorities are refined in order to reflect the national and EU regulatory developments. The institute continues to prioritize the scientific excellence, innovation, national and international collaboration, and research results valorization. Particular emphasis is placed on consolidating Open, Transparent and Merit-based Recruitment (OTM-R) practices and aligning recruitment, assessment, and career progression policies with the European Framework for Research Careers (R1–R4).

Have any of the circumstances in which your organisation operates changed and, as such, have had an impact on your strategy for the implementation of the principles of the European Charter for Researchers? (max. 500 words)

Recent changes in the national legislative framework, together with the adoption of the EU human resource policies have had an impact on the NIRDTP Iasi internal Human resources strategy and practices. Although these changes have not fundamentally altered existing HR practices - many of them had been implemented to a large extent - they have required a comprehensive review and revision to ensure perfect alignment with the updated national frameworks.

The main changes concern the recruitment, employment, and career progression of staff, working time arrangements, increases in the statutory minimum wage, as well as policies on research etics, integrity, equal opportunities, non-discrimination, and the prevention of sex-based and workplace harassment.

The current economic situation and limited funding opportunities, which are beyond the institute's control , continue to pose significant challenges for both the management and researchers. To address this the institute has intensified the efforts to secure alternative sources of funding resulting in an increase in the small-scale production and technology transfer contracts, primarily with international companies, as reflected in the figures presented above, in the Research Funding section.

The current economic situation and limited funding continue to have also a significant impact on the recruitment and employment of research staff, limiting thus the institute's ability to attract and retain highly qualified researchers.

Are any strategic decisions under way that may influence the action plan? (max. 500 words)

The HRS4R action plan is deeply linked to the institute Institutional Development Strategic Plan 2025-2029 and coherently follows its trend and developments.

The Strategic Plan was adopted in June 2025, after the enactment of the new law 183/2024 on the statute of research personnel and it is not expected to be updated before the deadline. The research staff is aware of the NIRDTP Iasi Development Strategic Plan and on the main sources of funding.

The new law 183/2024 and the subsequent documents which have been adopted recently by Government Decisions have some impact on the present internal rules and regulations, especially on the criteria and thresholds used for recriuitment and selection as well as on promotion of personnel. They are currently under implementation.

3. Actions

Please consult the list of all the actions you have submitted as part of your strategy for the implementation of the principles of the European Charter for Researchers. Please add to the overview the current status of these actions as well as the status of the indicators. If any actions have been revised or omitted, please provide a commentary for each action. You can also add new objectives.

Note: Choose one or more of the principles automatically retrieved from the gap analysis with their ratings.

PROPOSED ACTIONS

Action 1	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Development and approval of the NIRDTP Iasi Human Resources Strategy for Researchers aligned to the HRS4R Charter and Code of Conduct for the Recruitment of Researchers	(++) 4. Professional attitude (++) 6. Accountability (++) 7. Good practice in research (++) 8. Dissemination, exploitation of results (+/-) 9. Public engagement (++) 10. Non discrimination (++) 11. Evaluation/ appraisal systems (++) 12. Recruitment (+/-) 13. Recruitment (Code) (++) 14. Selection (Code) (+/-) 15. Transparency (Code) (++) 16. Judging merit (Code) (++) 24. Working conditions	M1-M12	Steering committee, Scientific Secretary, Scientific Committee HR officer	Human Resources Strategy for Researchers

PROPOSED ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(++) 25. Stability and permanence of employment			
(++) 26. Funding and salaries			
(++) 27. Gender balance			
(++) 28. Career development			
(++) 30. Access to career advice			
(++) 32. Co-authorship			
(+/-) 40. Supervision			

Current Status	Remarks
COMPLETED	The Human Resources Strategy of National Institute for Research and Development for Technical Physics Iasi 2026 has been developed and it is published on the NIRDTP web page:https://www.phys-iasi.ro/sites/default/files/docs/Strategia%20de%20resurse%20Umane.pdf; https://www.phys-iasi.ro/sites/default/files/docs/Human%20Resources%20Stategy.pdf

PROPOSED ACTIONS

Action 2	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Update of the Ethics and Integrity procedure to be aligned with the HRS4R Charter and Code of Conduct for the Recruitment of Researchers principles. Raise awareness of the importance of complying with research ethics rules and good research practices.	(++) 2. Ethical principles (+/-) 3. Professional responsibility (++) 4. Professional attitude (+/-) 5. Contractual and legal obligations (++) 6. Accountability (++) 7. Good practice in research (++) 10. Non discrimination (+/-) 15. Transparency (Code) (++) 27. Gender balance (++) 31. Intellectual Property Rights (++) 32. Co-authorship (++) 34. Complains/ appeals	M1 - M24	Scientific Secretary, Ethics and Integrity committee, Legal officer,General Director	Updated Procedure of Ethics and Integrity. 1 training session (2nd year).

PROPOSED ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(++) 36. Relation with supervisors			

Current Status	Remarks
COMPLETED	A new "Code of Ethics and Professional Conduct for Research, Development, and Innovation Personnel" has been developed by the NIRDTP Iasi in accordance to the current legislation in force (Ordinance no. 6886 from December 2025) which complies with and is aligned with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The Code of Ethics is published on the institute's webpage https://www.phys-iasi.ro/sites/default/files/docs/Code%20of%20Ethics%202026.pdf and has been officially communicated to all members of personnel.

PROPOSED ACTIONS

Action 3

The review of methodologies regarding the job vacancies research positions in accordance with OTM-R strategy and new legislation . Development of objective criteria for the selection of evaluation committee members.

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(++) 12. Recruitment (+/-) 13. Recruitment (Code) (+/-) 15. Transparency (Code) (++) 16. Judging merit (Code)	M12 - M18	Scientific Secretary, HR officer, Scientific Council	The methodology regarding the occupation for teaching and research positions in Romanian and English languages. Methodology for improving the selection criteria for evaluation commissions and interview panels.

Current Status	Remarks
COMPLETED	Along with the amendment of the research legislation, changes were made to the methodology for the recruitment as well as for the promotion of research personnel and, implicitly, to the necessary and mandatory minimum criteria and standards for conferring the rank of Principal Researcher (R4) – Scientific Researcher Grade I, and Established Researcher (R3) – Scientific Researcher Grade II, together with the domain-specific annexes." Consequently, we have drafted The NIRDTP' Iasi REGULATIONS on the Competitive Recruitment on Vacant Positions, they have been Endorsed by the Scientific Council and approved by the General Director. They contain the criteria for the selection of evaluation committee members, as well. The new regulations are published on NIRDTP Iasi web page in Romanian. https://www.phys-iasi.ro/sites/default/files/docs/Regulament%20de%20ocupare%20a%20posturilor%20vacante.pdf The English version will be published by the III Q 2027.

PROPOSED ACTIONS

Action 4	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Use of the Euraxess portal for all open positions	(++) 12. Recruitment (+/-) 13. Recruitment (Code) (++) 14. Selection (Code) (+/-) 15. Transparency (Code) (++) 16. Judging merit (Code) (++) 17. Variations in the chronological order of CVs (Code) (++) 18. Recognition of mobility experience (Code)	M4 - M24	HR Officer Steering Committee	Number of published positions on Euroaxess

Current Status	Remarks
IN PROGRESS	During the reporting period, no external recruitment procedures or open research positions were launched by the institution that qualified for international advertising. Consequently, no active vacancies could be posted on the EURAXESS portal. However, this period was actively used to ensure full institutional readiness for future recruitments. The action remains open for the next 3 years (XII Q 2029)and fully integrated into our long-term HR strategy.

PROPOSED ACTIONS

Action 5	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Developing a standard document informing about working conditions, remuneration and career development prospects on the institutional website for each research position	(+/-) 13. Recruitment (Code)	M3 - M16	HR Officer, Scientific Council Steering Committee	Standard info document about research career posted with job vacancy announcement

Current Status	Remarks
EXTENDED	A new standardized template for Job Vacancy Announcements has been developed according to new legislation but, given the short time since the issue of Methodologies is not yet formally approved. The template provides for dedicated sections outlining the working conditions, remuneration, and career development opportunities associated with each position, taking into consideration the specific requirements and characteristics of the respective post. It is drafted in Romanian and it will be analysed and approved by II Q 2027 and translated into English.

PROPOSED ACTIONS

Action 6	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Carrying out a progress assessment procedure for researchers (R1-R4)	(+/-) 40. Supervision	M12 - M20	Human Resources, Laboratory leaders, Scientific Council Scientific Manager, General Manager	Methodologies for assessing career progress

Current Status	Remarks
IN PROGRESS	The methodologies for assessing career progress https://www.phys-iasi.ro/sites/default/files/docs/Regulament%20de%20promovare%20in%20cercetare.pdf are drafted according to the new legislation mentioned above in the Recruitment and Selection section and are going to be translated into English by II Q 2027 and subsequently published on the web page.

PROPOSED ACTIONS

Action 7	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Development of a procedure dedicated to the Human Resources Office for the implementation of the mandatory OTM-R requirements	(++) 12. Recruitment (+/-) 13. Recruitment (Code)	M2 - M14	Human Resources Office General Director	Deliverables HR procedure for HRS4R implementation

Current Status	Remarks
COMPLETED	I sincerely apologise for this oversight. At the time the actions were established, the Institute's OTM-R Policy had not yet been drafted and formally approved. The policy was subsequently finalised, approved and published on the Institute's website, shortly before the submission. As the action had already been included in the Action Plan, I overlooked removing it once the OTM-R Policy had been completed and published. Unfortunately, I do not have the possibility to withdraw or amend the action at this stage. Nevertheless, I would like to clarify that the objective of the action has been fully addressed, as the OTM-R Policy has now been updated according to new legislation, formally adopted and made publicly available, inclusively in English Translation.

PROPOSED ACTIONS

Action 8	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Enhancing the public engagement measures in research practices through regular information sessions on significant research results with socio-economic impact	(++) 8. Dissemination, exploitation of results (+/-) 9. Public engagement (++) 22. Recognition of the profession (++) 28. Career development (++) 38. Continuing Professional Development	M8 - 23	Scientific Secretary, Innovation Manager, Scientific Council, General Director	Articles and specific events to inform the large public on significant research results with significant impact on socio - economic life

PROPOSED ACTIONS

	Current Status	Remarks
	IN PROGRESS	A series of actions have been implemented to promote the Institute's RDI results and strengthen its visibility at national and international level. These included participation in fairs, invention fairs and exhibitions, media coverage, visits from company representatives, and visits from school and university students. During the reporting period, the Institute participated in 10 fairs, invention fairs and exhibitions (6 in 2024 and 4 in 2025), achieved 12 media coverage articles (5 in 2024 and 7 in 2025), hosted 2 visits from company representatives, and welcomed 4 groups of school and university students. These activities have contributed to increasing the visibility and dissemination of the Institute's RDI results, strengthening links with industry, and raising awareness of the Institute's research activities among students and the wider public. The activities will continue on an annual basis, with at least the following indicative targets: 4 fairs, invention fairs and exhibitions; 4 media coverage articles; 2 visits from company representatives; and 4 visits by groups of school and university students per year. Progress will be monitored against these targets to assess the continued reach and effectiveness of the Institute's dissemination and visibility activities.

PROPOSED ACTIONS

Action 9	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Increasing the NIRDTP Ias visibility and excellence in research through participation in collaborative networks (clusters, partnerships, etc)	(++) 4. Professional attitude (++) 6. Accountability (++) 7. Good practice in research (++) 8. Dissemination, exploitation of results (+/-) 9. Public engagement (++) 23. Research environment (++) 24. Working conditions (++) 26. Funding and salaries (++) 28. Career development (++) 29. Value of mobility (++) 31. Intellectual Property Rights (++) 32. Co-authorship	M2 - M23	Laboratory leaders, Scientific Council, Scientific Secretary, Innovation Manager, General Director	Number of participations, number of projects submitted, number of funded projects

PROPOSED ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(++) 38. Continuing Professional Development (++) 39. Access to research training and continuous development			

Current Status	Remarks
IN PROGRESS	During the 2024–2025 period, NIRDTP has been actively involved in collaborative initiatives, strategic partnerships, and scientific networks both at national and international level. • Active International Projects (4) : 1x EURONANOMED, 2x COST Actions, 1x National Research Council of Canada. • Strategic International Agreements (2): Formal partnerships signed with Politecnico di Torino (Italy) and Trenčín University (Slovakia). • National Ecosystem Integration (3): Collaborative agreements established with UAIC Iași (academia), IRO Iași (medical sector), and Măgurele Science Park Association (innovation cluster). • Horizon Europe (4 Proposals): Co-submitted 4 major collaborative proposals (1x COST, 1x EIC Pathfinder, 1x Cluster 3, 1x Interreg Danube Region) with joint academic and industrial consortia. • Advanced Materials & Biotech Clusters (5): Active membership in specialized networks, including AEHR (hydrogen energy), DRIFMAT (future materials), BioROne (biotech cluster), ROMNET-NANO, and Academia NDT International. • Academic & Institutional Bodies (3): Core representation in national scientific consortia: CINCDR, PRCP (research and design), and ANELIS PLUS (electronic literature access). • Regional & Innovation Ecosystem (2): Strategic integration with the economic and technology transfer environment via CCI Iași (Chamber of Commerce) and Măgurele Science Park Association. Our goal for the next three years is to, at least, maintain the average number of participation in collaborative networks. The Action is ongoing, will be monitored every year (XII Q 2027, XII Q 2028) and will last until the end of the Implementation Phase, XII Q 2029.

PROPOSED ACTIONS

Action 10	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Supporting researchers for the development of marketable products (i.e. patents)	(++) 1. Research freedom (++) 2. Ethical principles (+/-) 3. Professional responsibility (++) 6. Accountability (++) 7. Good practice in research (++) 8. Dissemination, exploitation of results (++) 31. Intellectual Property Rights	M3- M24	IP Officer, Innovation Manager, Scientific Secretary, General Director	Number of patent applications Number of patents granted

Current Status	Remarks
IN PROGRESS	As mentioned before there was a limited number of research projects due to lack of competitions so that for the assessed period (2024-2025) we had only 3 Patent Applications (2 in 2024 and 1 in 2025) and 2 Granted Patents (in 2024). We aim for at least 1 patent application/year. The Action is actually ongoing and will last until XII Q 2029.

PROPOSED ACTIONS

Action 11

Management and progress monitoring

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(+/-) 40. Supervision	M 1 - M24	Steering Committee General Director	Progress reports, Annual activity reports

Current Status	Remarks
IN PROGRESS	The institute has established a robust governance and monitoring structure to ensure the continuous, high-quality implementation of the HRS4R Action Plan principles. The dedicated HRS4R Steering Committee and the Working Group (including R1–R4 researchers, HR, and administrative staff) remain fully active to oversee the implementation of all proposed actions. Internal monitoring meetings have been conducted periodically (bi-annually or when necessary) to track implementation milestones, analyze potential delays, and formulate corrective measures. • 3 official monitoring meetings have been held during the reporting period. • 2 internal progress reports/briefs generated for the institutional leadership For the following 3 years we plan to have 6 bi-annual monitoring meetings and 3 internal progress reports/briefs. III Q 2027; III Q 2028; III Q 2027

PROPOSED ACTIONS

Action 12	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Training sessions for informing the personnel about the new Code of Ethics	(++) 1. Research freedom (++) 2. Ethical principles (+/-) 3. Professional responsibility (++) 4. Professional attitude (+/-) 5. Contractual and legal obligations (++) 6. Accountability (++) 7. Good practice in research (++) 8. Dissemination, exploitation of results (+/-) 9. Public engagement (++) 10. Non discrimination (++) 11. Evaluation/ appraisal systems (+/-) 15. Transparency (Code)	II Q2027; II Q2028; II Q 2029	Ethics Committee Steering Committee General Director	Number of personnel who have attended the training / All members of NIRDTP Iasi personnel will receive training

PROPOSED ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(++) 16. Judging merit (Code)			
(++) 18. Recognition of mobility experience (Code)			
(++) 19. Recognition of qualifications (Code)			
(++) 20. Seniority (Code)			
(++) 21. Postdoctoral appointments (Code)			
(++) 22. Recognition of the profession			
(++) 24. Working conditions			
(++) 25. Stability and permanence of employment			
(++) 27. Gender balance			
(++) 28. Career development			
(++) 29. Value of mobility			
(++) 30. Access to career advice			

PROPOSED ACTIONS

GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
(++) 31. Intellectual Property Rights			
(++) 32. Co-authorship			
(++) 33. Teaching			
(++) 34. Complains/ appeals			
(++) 36. Relation with supervisors			
(++) 37. Supervision and managerial duties			
(++) 38. Continuing Professional Development			
(++) 39. Access to research training and continuous development			
(+/-) 40. Supervision			

PROPOSED ACTIONS

Current Status	Remarks
NEW	Personnel Coverage Target (100%): Ensuring all research and administrative staff complete the training session within the year. Session Frequency: Organizing at least 1 dedicated sessions per year (or per major updates) to cover new hires and policy changes. Verification & Compliance: Tracking attendance and distributing digital copies of the new Code of Ethics to all participants.

PROPOSED ACTIONS

Action 13	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Training sessions for informing the personnel about the new Anti - harassment Policy	(++) 2. Ethical principles (+/-) 3. Professional responsibility (++) 4. Professional attitude (++) 7. Good practice in research (++) 10. Non discrimination (++) 21. Postdoctoral appointments (Code) (++) 24. Working conditions (++) 27. Gender balance	II Q 2027; II Q 2028; II Q 2029	Anti-harassment Committee Steering Committee	Number of personnel who have attended the training / All members of NIRDTP Iasi personnel will receive training

Current Status	Remarks
NEW	Personnel Coverage Target (100%): Mandatory participation for all research, technical, and administrative staff to ensure institutional awareness. Leadership Focus: Dedicated segments included for laboratory heads and management to handle reporting and prevention procedures. Onboarding Integration: Establishing these training sessions as a continuous, mandatory step for all new employees hired throughout the year.

PROPOSED ACTIONS

Action 14	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Updating the Institutional Regulations (ROF) to align with new legislation and European governance standards.	(+/-) 5. Contractual and legal obligations (++) 6. Accountability (++) 22. Recognition of the profession (++) 24. Working conditions (++) 27. Gender balance (++) 35. Participation in decision-making bodies	IV Q 2027	Scientific Committee;	Official approval of the updated ROF by the Scientific Council and Administrative Board

Current Status	Remarks
NEW	The updated ROF explicitly defines election procedures that allow non-management research staff to run for and hold voting seats in institutional committees, covering strategic, financial, and operational decision-making

PROPOSED ACTIONS

Action 15	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Training sessions on OTM-R policy	(++) 12. Recruitment (+/-) 13. Recruitment (Code) (++) 14. Selection (Code)	II Q 2027; II Q 2028	Steering Committee, Working group, HR Officer	2 training sessions organised. All personnel of NIRDTP Iași, with particular focus on HR staff, management, and personnel involved in recruitment and selection procedures.

Current Status	Remarks
NEW	Training sessions will be organised for the personnel of NIRDTP Iași to raise awareness of the OTM-R policy and its application within the Institute. The training will address the principles of openness, transparency and merit-based recruitment, equal treatment of candidates, recruitment and selection procedures, and the roles and responsibilities of personnel involved in recruitment and selection processes.

Unselected principles:

The extended version of the reviewed strategy for the implementation of the principles of the European Charter for Researchers in your organisation over the next three years, including the OTM-R policy, must be published on your organisation's website.
Please provide the link to the dedicated webpage(s) on your organisation's web site. Multiple links must be comma separated. *:

URL *:
https://www.phys-iasi.ro/en/hrs4r; https://www.phys-iasi.ro/sites/default/files/docs/Internal%20Review.pdf

Please also indicate how your organisation is working towards / has developed an open, transparent, and merit-based recruitment policy (OTM-R). Although there may be some overlap with the range of actions listed above in the action plan (as they emerged from the gap analysis), please provide a short commentary demonstrating the progress made.

Comments on the implementation of the OTM-R principles (initial phase)

The process of recruitment and selection of the research staff in NIRDTP Iasi comply with the principles of open, transparent, merit-based recruitment established by national regulations that have been transposed into the methodology for job vacancies. However, this methodology will be further revised in accordance with the EU recommendations, the newly implemented OTM-R policy, and the national legal requirements. All relevant information for research career will be updated on the dedicated website of NIRDTP Iasi.

GAP analysis has identified the need to revise some aspects from the current methodology for the recruitment of research personnel so that, in order to implement OTM-R and Action Plan at institutional level, a working group will be created with the general responsibility for the development and implementation of the OTM-R procedures, including the proper functioning of the internal guidelines. To assure the success of the whole process, actions will be distributed in a balanced manner over the entire implementation period and will be monitored in particular by the Steering Committee.

Comments on the implementation of the OTM-R principles (internal review for interim assessment)

The implementation of the HRS4R Action Plan has progressed as planned during the initial review period, a significant number of actions being completed while some of them are still in course of implementation, in accordance with the set timetable.

As planned, a working group has been created (the Scientific Secretary, HR administrator and the HR officer) wich was in charge with the update of the institutional regulatory framework so that to be aligned with the recent national legislation (law 183/2024 on the Statute of research, development, and Innovation personnel) the new Methodology and new standards and criteria for the recruitment and promotion of research personnel, the new Code of Ethics and Professional Conduct for Research, Development and Innovation (RDI) Personnel **(**Ordinance 6.886 from december 2025) in order to increase transparency and accesibility by the publication of policies on the institute webpage, both in Romanian and in English. This Code is fully compliant with and aligned with the principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The OTM-R Policy has been also updated in 2006 to fully adress the changes and, conequenly, the EU policies. Thus, a significant progres has been made in the implementation of the OTM-R principles and part of proposed actions have already been completed, such as those related to developing institutional guides, implementing anti-discrimination and anti- harassment procedures, the new Code of Ethics and by improving access of personnel to policies and procedures.

Other actions remain ongoing, as their implementation requires longer timeframes being related to the gradual implementation of the new legislative framework.

During the next implementation period, efforts will focus on completing the remaining actions, monitoring the impact ofthe newly adopted policies through measurable indicators, further increasing the efforts in finding funding sources for international recruitment and mobility, and evaluating the long-term effectiveness of the implemented measures.

Ideally, the extended version of the reviewed OTM-R policy and actions should be published on your organisation's website.

Please provide the web link to the OTM-R dedicated web page(s) if it differs from the one where the reviewed strategy for the implementation of the principles of the European Charter for Researchers is located. Multiple links must be comma separated.

URL:

http://www.phys-iasi.ro/sites/default/files/docs/Politica%20OTM-R.pdf (http://www.phys-iasi.ro/sites/default/files/docs/Politica%20OTM-R.pdf)

4. Implementation process

General overview of the implementation process (max. 1000 words)

The Action plan was developed based on the issues which need immediate improvement, identified following the Gap Analysis, so that to be aligned to the European 'HR Strategy for Researchers' (HRS4R) and its associated principles, the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The Action Plan was thought to follow 3 main directions (i) Ethical and professional aspects, (ii) Recruitment and career development with aim of (iii) Increasing the institute visibility and excellence in research. The plan strengthens our institutional commitment to ethical research principles. It aims to increase support for researchers at all career stages. To improve human resource quality, we will ensure a transparent framework for attracting and training young talent. We will also enhance the monitoring and evaluation of career progression. Furthermore, we encourage and support researcher mobility. This includes participation in scientific events and training in prestigious international laboratories. We expect to boost the institute's national and international visibility through several actions. We will continue to promote scientific results, strengthen current partnerships, and build new collaborations. Additionally, we will increase staff mobility for continuous professional development and organize scientific events. Finally, we will put strong efforts into expanding the dissemination and capitalization of research results. All these activities will strictly comply with professional ethics and intellectual property protection regulations.

The Action Plan is implemented by a Working Group consisting of representatives of all professional levels (research and administrative staff) and by the Steering Committee (consisting of members of the institutional management and senior researchers) which will be in charge with the coordination, evaluation, and supervision of the implementation process.

Being a relatively small institution, consisting of the Magnetic Materials and Devices (MDM) department and a Non Destructive Evaluation (NDE) laboratory (of only 5 researchers) the implementation of the Action Plan will be carried out at the level of the institute to identify specific needs, possible implementation difficulties and take the necessary measures.

In order to achieve the full involvement of the scientific community, the HRS4R strategy, the action lines, and measures to be taken will be presented to the research staff and concerned administrative staff throughout the progress of the process. Thus, an internal review of the HRS4R strategy will be carried out periodically taking into account either possible impediments to the implementation of the Action plan identified by members of the scientific community. The Working Group will review the C&C principles and the OTM-R policy and will implement necessary adjustments to prevent the likelihood of failure to meet the proposed objectives.

Make sure you also cover all the aspects highlighted in the checklist, which you will need to describe in detail.

Note: Click on each question of the checklist to open the editor.

How have you prepared the internal review?*

Detailed description and justification (max. 500 words)

The preparation for the internal review was undertaken as a structured, systematic, and evidence-based process, involving the relevant scientific and administrative departments and the staff responsible for implementing the HRS4R Action Plan. The HRS4R implementation team coordinated the collection, verification, and analysis of information in order to assess the progress achieved for each action included in the Action Plan and to determine the extent to which the planned objectives and targets had been met.

For each action, the review focused on the current implementation status, progress against the defined indicators and targets, supporting evidence, and, where applicable, measurable results and outcomes.

The internal review process included:

- Monitoring the implementation of the Action Plan by comparing the objectives, indicators, targets, and planned activities with the results achieved during the reporting period, and assessing the level of implementation of each action.
- Assessing the impact of changes in the national legislative framework, in particular Law No. 183/2024, and reviewing the extent to which the new legal requirements needed to be or had been incorporated into institutional policies, human resources procedures, recruitment practices, and researcher evaluation mechanisms.
- Collecting and reviewing documentary evidence supporting the implementation of the actions, including newly adopted or updated institutional policies, internal procedures, guidelines, recruitment regulations, website content, training materials, and institutional reports.
- Collecting and analysing quantitative data relevant to the predefined indicators. These included, among others, data on the number of researchers participating in training activities, recruitment processes, participation in mobility programmes, implementation of training measures, and completion of relevant institutional procedures. The quantitative information was primarily obtained from the annual reports of NIRDTP Iași and was used to monitor progress and assess the achievement of the established targets.
- Consulting action owners and responsible staff to validate the information collected, clarify the implementation status of individual actions, assess progress and identify measures requiring continuation, extension, adaptation, or modification.
- Identifying remaining gaps and areas for further improvement. The findings of the review resulted in the continuation and/or extension of several existing actions, as well as the development of new measures addressing emerging institutional priorities, including gender equality, the prevention of harassment, and the establishment of the institutional ombudsperson function.

The internal review enabled NIRDTP Iași to assess the progress and effectiveness of the actions implemented, identify areas requiring further attention, and determine whether the measures remained relevant in light of institutional developments and changes in national legislation.

The evidence collected during the review provided a clear basis for identifying achievements, remaining challenges, and areas for improvement. It also helped NIRDTP Iași define priorities for the next implementation period and ensure the continued alignment of its Human Resources Strategy for Researchers with the principles of the European Charter for Researchers and the HRS4R framework.

How have you involved the research community, your main stakeholders, in the implementation process?*

Detailed description and justification (max. 500 words)

The research community, as the main stakeholder of the HRS4R process, has been actively involved throughout the implementation period. Researchers were informed in advance about the planned actions and measures and were consulted on relevant aspects of their implementation. Researchers were given opportunities to provide feedback and their views were taken into consideration, where relevant, in monitoring the implementation of the Action Plan.

The Institute also organised training sessions and information events addressing topics relevant to researchers' professional development and working environment, research management, professional responsibility, contractual obligations, research ethics, and project management. These activities involved a significant proportion of the research staff and provided regular opportunities for interaction, discussion, feedback, and capacity building. They also contributed to raising awareness of the HRS4R principles and to strengthening researchers' understanding of their rights, responsibilities, and opportunities for professional development.

The implementation process also benefited from interaction with external stakeholders, including international research partners, universities, industry representatives, public authorities, and experts and trainers involved in researcher development activities. These collaborations, particularly through international and EU-funded projects, provided opportunities to exchange knowledge and good practices and to further develop researchers' competences and professional networks.

In addition, NIRDTP Iași has actively engaged in peer-learning and networking activities related to HRS4R. The HR administrator participated in a conference on research careers and in the HR Excellence in Research Info Days and has been invited to participate in an HR Excellence in Research workshop planned for October 2026, organised by the Research Department of the Regional Institute of Oncology of Iași. This workshop will provide an opportunity to exchange experiences and good practices with peers, including experience gained by NIRDTP Iași in preparing the documentation for the HR Excellence in Research Award and the HRS4R interim assessment.

Overall, the involvement of researchers and other relevant stakeholders has supported a participatory approach to the implementation of the HRS4R Action Plan. The combination of information, consultation, feedback, training, stakeholder interaction, and peer exchange has helped ensure that the implementation process remains responsive to the needs of the research community and aligned with institutional priorities and the principles of the HRS4R.

Do you have an implementation committee and/or a steering group regularly overseeing the progress?*

Detailed description and justification (max. 500 words)

Yes! The Steering Committee, which is the same as the one appointed in the initial phase and whose componence, including head of departments, HR Officer, and R1-R4 researchers, is indicated in the Process Description document is regularly overseeing the process, from internal auditing to reporting progress directly to the institutional leadership. They are collaborating in working groups to address a certain issue and twice per year in a formal meeting of the Steering Committee.

Is there any alignment of organisational policies with the HR award? For example, is the HR award recognised in the organisation's research strategy or overarching HR policy? *

Detailed description and justification (max. 500 words)

Yes. The alignment with the HR Excellence in Research (HRS4R) framework is explicitly integrated into the institute's strategic development agenda and Human Resources Strategy.

At the strategic level, the implementation of the European Charter for Researchers and the HRS4R process is identified as a priority for strengthening human resources, supporting researchers' career development, and enhancing the institute's international competitiveness.

At the HR policy level, the principles of the European Charter for Researchers have been incorporated into the institute's internal HR framework through above mentioned regulations and procedures governing recruitment, performance assessment, research ethics and integrity, equal opportunities, collective labour relations, and working conditions.

The revised and updated institutional documents are publicly available on the institute's website, Careers, HRS4R, https://www.phys-iasi.ro/en/hrs4r, ensuring transparency and facilitating access to relevant information for researchers and other stakeholders.

The focus will be from now on to inform the research community about HRS4R, national legislation and existing internal procedures, which are predominantly in accordance with the HR policies of the Charter and Code.

How has your organisation ensured that the proposed actions would be also implemented?*

Detailed description and justification (max. 500 words)

NIRDTP Iași has ensured the implementation of the proposed actions by integrating them into its Strategic Plan for Institutional Development (2025–2029), Human Resources Strategy, and internal regulations and procedures.

Implementation responsibilities are assigned to the relevant institutional structures, including the management team, Human Resources , Scientific Council, Ethics Committee, and other designated committees. The actions are implemented by the Working Group and overseen by the Steering Committee. Their implementation is supported by the available financial, administrative, and human resources and integrated into the institute's annual planning and operational activities.

Progress is monitored periodically through defined responsibilities and indicators, with feedback from researchers used to identify areas for improvement. Relevant policies, procedures, and updated documents are also made publicly available on the institute's website, ensuring transparency and accountability.

How are you monitoring progress (timeline)?*

Detailed description and justification (max. 500 words)

The implementation status will be carefully monitored by the Steering Committee, which provides strategic guidance and institutional oversight. Progress is systematically tracked against strict timelines, assigned responsibilities, and measurable indicators through a centralized tracking matrix.

Each action within the Action Plan defines a planned implementation period (by quarters), specific responsible units/persons, and clear indicators. This structured framework allows the working group to systematically track milestones and update statuses during internal reviews.

The Steering Committee will hold bi-annual reviews to assess completed and ongoing actions, mitigate delays, and address emerging priorities. Where necessary, the Action Plan will be dynamically updated to reflect organizational developments and changing strategic priorities, ensuring a process of continuous improvement.

Progress is further integrated into the Institute’s Management structures, which review human resources, performance evaluations, training, ethics, quality management, and organizational procedures on an annual basis. This guarantees that the HRS4R strategy remains fully aligned with the institute's broader strategic objectives and top-level governance.

How will you measure progress (indicators) for the next assessment?*

Detailed description and justification (max. 500 words)

Progress will be measured through a combination of quantitative and qualitative indicators linked to the implementation of the HRS4R Action Plan and the NIRDTP Iasi strategic objectives. The monitoring framework will assess both the completion of planned actions and, where applicable, the results and changes generated by their implementation.

At action-plan level, each action will be monitored against predefined indicators and target values. These will include, for example, the number of procedures and policy documents developed or updated, participation and completion rates for training and development activities, implementation and use of new HR procedures, uptake of institutional resources and services, and the achievement of planned milestones within the established timeframe. Progress will be assessed against the relevant baseline and target values through regular internal monitoring and periodic reviews of the Action Plan.

At institutional level, progress will also be assessed through broader HR and organisational outcome indicators, including:

- the extent to which the European Charter for Researchers principles are incorporated into HR policies and procedures;
- recruitment and retention of researchers, with particular attention to early-career and international researchers;
- participation in and uptake of training, mentoring, mobility and career-development opportunities;
- implementation and use of the scientific performance evaluation;
- changes in researcher satisfaction and perceptions of working conditions, measured through appropriate feedback and survey mechanisms;
- increased participation in international collaboration and European research programmes; and
- achievement of the strategic HR objectives set out in the 2025–2029 NIRDTP Iasi Strategic Development Plan.

Evidence of progress will be collected through the Institute’s integrated management system, documented procedures, administrative and HR data, participation records, feedback mechanisms and periodic management reviews. The results will be used to determine whether targets have been achieved, identify areas where progress is insufficient, and define corrective or follow-up actions where necessary.

How do you expect to prepare for the external review?*

Detailed description and justification (max. 500 words)

The Institute will prepare for the external review through a structured, evidence-based self-assessment of the implementation of the HRS4R Action Plan and the progress achieved towards the objectives established for the review period.

We will conduct a comprehensive assessment of the actions implemented, using the predefined indicators, target values and supporting evidence identified in the Action Plan. Particular attention will be given to the results and outcomes achieved, including improvements/alignment with the new legislation (The Statute of research personnel and related Government decisions and Ministerial Ordinances in HR policies and procedures, researcher development and working conditions, recruitment and promotion, and the implementation of the European Charter for Researchers principles.

The preparation process will also include consultations with relevant internal stakeholders, including researchers, HR staff, management and members of the Working Group and Steering Committee. Their feedback will be used to assess the effectiveness and sustainability of the measures implemented and to identify any remaining gaps or areas requiring further improvement.

The relevant supporting documentation, monitoring data, internal evaluations and evidence of stakeholder engagement will be reviewed to ensure that progress can be clearly demonstrated to the external reviewers. Any areas where targets have not been fully achieved will be analysed, with corrective or follow-up measures identified where necessary.

Finally, the Institute will use the findings of the internal self-assessment to prepare the documentation required for the external review and to ensure that relevant staff and stakeholders are prepared to present and discuss the progress achieved, the challenges encountered and the Institute’s priorities for continued improvement.

Additional remarks/comments about the proposed implementation process (max. 1000 words)

NIRDTP Iasi highly appreciates the feedback and recommendations provided by the HR Excellence in Research assessors.

All recommendations have been thoroughly analyzed and fully addressed within our Internal Review. Specifically, we have implemented the suggested improvements directly into the relevant sections of the self-assessment and the updated Action Plan. These changes reflect our commitment to continuous improvement and alignment with the HRS4R principles.

Currently, all institutional web pages regarding research infrastructure, projects, and scientific results are available in English. We are now updating the "Careers" section, including both job openings and internal rules and regulations. These documents will also be fully translated into English.

Finally, the institute has strategically aligned its internationalization goals with the HRS4R Action Plan. Recognizing MSCA as a primary vehicle for embedding the European Charter for Researchers, we utilize these schemes to benchmark our institutional environment against global standards.