

Giving wings to researchers and their careers – the FWO HR Strategy, 2010-2014

As a Member of the European Commission’s HR Strategy group, which was set up in order to stimulate the implementation of the principles laid down in the so-called “Charter and Code”, the FWO has elaborated a strategy for promoting research careers in Flanders.

FWO is a funding agency for basic research which is mainly carried out in the Flemish Universities. FWO can thus play a decisive role in bringing about change with respect to key issues in research careers, by modeling and designing its programmes and funding modalities according to Charter & Code.

It is clear that there is a great willingness on behalf of Flemish S&T actors to move forward in this area, as witnessed by the fact that all Flemish universities have now signed Charter & Code. FWO calls on the universities in particular, but also to all other institutions which are eligible for FWO funding, to actively implement Charter & Code in their policies, and will collaborate with the HR departments of the universities to accomplish the desired results.

The full text of Charter and Code can be found on the [EURAXESS-rights page](#).

The FWO HR Strategy will be coordinated by the FWO research policy department (under supervision of the Secretary General), in close consultation with the HR management, and taking into account feedback from our main stakeholders, the Flemish universities and researchers.

More specifically, the following functions will be primarily responsible for the process:

Secretary-General (1)
Director of the Research Policy Department (1)
Senior Science Administrators (Policy Officers) (3)

HR Manager (1)
Head of staff department (1)

Brussels, December 2010