



UGR Strategy and Action Plan

In accordance with the European Commission's HRS4R guidelines, the University of Granada is currently in the process of implementing its **HR Excellence in Research: Strategy and Action Plan**. This Strategy features nearly 40 steps which, once complete, will considerably boost the University's aspirations towards fully adopting the principles of the **European Charter for Researchers and Code of Conduct for the Recruitment of Researchers**. We are confident that our concerted efforts to implement this Strategy and Action Plan will prove highly beneficial to our entire research community.

In 2016, the UGR received the prestigious HR Excellence in Research Award from the European Commission in recognition of our commitment to the principles of the Charter & Code. Building on the success of this award, in 2018-2019 our Working Group implemented a number of crucial actions proposed in our Strategy and Action Plan, including; our **Code of Good Practice in Research**, our **Open, Transparent and Merit-based Recruitment (OTM-R) Policy**, and our **Guide for International Researchers**. These highly valuable resources, which are available in English and Spanish, offer comprehensive information on recruitment procedures, ethical matters, and professional development at the University of Granada. They also provide researchers with a detailed overview of working conditions, support services, and training opportunities at our University. The execution of these key steps, along with the self-assessment procedure, will enable us to draft an updated and improved version of our Strategy and Action Plan over the coming months.

View or download Our Strategy and Action Plan:

[HR Excellence in Research: Strategy and Action Plan](#)

[Action Plan: Implementation Phases 2016-2019](#)

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