# ­­The Institute of Microbiology of the CAS has received the HR Excellence in Research Award

The prestigious *HR Excellence in Research Award* is granted by the European Commission to institutions that have demonstrated excellence in human resources management and support for researchers. The Institute of Microbiology of the CAS has recently received this award.

Ensuring high quality and transparent working conditions for both existing and incoming research staff is the goal of institutions applying for the prestigious HR Excellence Award. As part of this project, research institutions aim to adopt the HR policy of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*.

*"We received this prestigious award for the Institute of Microbiology of the CAS only after a successful evaluation of our action plan. For its preparation, for inspiring the HR team to new challenges and for its organization, I would like to thank my representative, Jiří Gabriel, and HR assistants Jana Habětínová and Petra Sedmíková. Without the personal commitment of these employees, many problems would not have been correctly identified. It is obvious that the implementation of the tasks of our action plan, especially the support of career development of scientists, will undoubtedly lead to more efficient work of the entire Institute,"* says Jiří Hašek, Director of the Institute of Microbiology of the CAS (IMIC).

IMIC will continuously work on improving its human resources and defending the HR Award according to the Action Plan, which is based on the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*. The European Commission regularly evaluates progress in this area, thus motivating institutions to actively implement all points of the Action Plan.

*"We are working to improve the quality of recruitment of new staff, but also to facilitate their integration in the work of existing research groups. Thanks to these efforts, for example, a handbook for new employees has been created, which gives even English-speaking employees a basic overview of the Institute's daily operations, administration and rules of work in the laboratories. In the next two years, we will focus, among other things, on strengthening the managerial skills of senior staff, cultivating interpersonal relationships and maintaining and continuously improving the friendly environment at the institute - because otherwise it is difficult to achieve cutting edge results even in a top institution,"* adds Jiří Hašek.