

**Regulation No 002-1/2018**  
**of 22.02.2018**  
**of the Director of the Institute of Soil Science and Plant Cultivation**  
**State Research Institute in Puławy**  
**On the appointment of the working group for the implementation of the HR Strategy**  
**and the policy of open and transparent recruitment processes (OTM-R)**

Pursuant to Article 24, section 1, subsection 6 of the Act of 30 April 2010 on research institutes (i.e. Journal of Laws of 2017, item 1158, as amended), I hereby order the following:

**§ 1**

Definitions:

- 1) The European Charter for Researchers and Code of Conduct for the Recruitment of Researchers - Annex to the Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (Official Journal of the European Union 2005/251/EC);
- 2) Strategy HRS4R (Human Resources Strategy for Researchers) - a strategy for making working conditions and career development of researchers in Europe more attractive, in line with the standards of the European Charter for Researchers, hereinafter 'the Charter', and the Code of Conduct for the Recruitment of Researchers, hereinafter '*the Code*';
- 3) OTM-R (Open, Transparent and Merit-based Recruitment of Researchers) policy - a policy for open and transparent recruitment processes based on researchers' qualifications;
- 4) HR Excellence in Research distinction - a distinction awarded by the European Commission within the framework of the *Human Resources Strategy for Researchers*, aimed at increasing the attractiveness of working conditions and career development of researchers in the EU.

**§ 2**

I appoint the group for implementation of HRS4R strategy and OTM-R Policy in the persons of:

- 1) **Dr Monika Kowalik - coordinator**
- 2) **Prof. dr hab. Wiesław Oleszek,**
- 3) Prof. dr hab. Teresa Doroszevska,
- 4) Dr hab. Beata Feledyn-Szewczyk,
- 5) Mgr Andrzej Krakowiak,
- 6) Prof. dr hab. Stanisław Krasowicz,
- 7) Dr hab. Mariusz Matyka,
- 8) Mec. Grzegorz Pawluk,
- 9) Mgr Aneta Pieczykolan,
- 10) Mgr Małgorzata Stachyra,
- 11) Mgr Joanna Wiącek,
- 12) Dr Bożena Wielgo,
- 13) Dr Mariusz Zarychta.

### § 3

The coordinator's tasks include:

- 1) developing and updating the schedule of implementation of the HRS4R Strategy and the OTM-R Policy;
- 2) coordinating the implementation of tasks performed by the HRS4R Strategy and OTM-R Policy Implementation Team, in accordance with the adopted implementation schedule;
- 3) ensuring proper communication and information flow between the HRS4R Strategy and OTM-R Policy Implementation Group and colleges and administration units;
- 4) organizing and conducting meetings related to the implementation of the tasks referred to in point 2;
- 5) submission to the Committee for implementation of the HRS4R Strategy and the OTM-R Policy of periodic reports on the progress of tasks referred to in point 2;
- 6) risk management in relation to the implementation of the tasks referred to in point 2.

### § 4

1. The task of the Group is to implement and maintain in IUNG-PIB the standards of the Charter and Code and the OTM-R policy, in accordance with the guidelines and recommendations of the European Commission.
2. The scope of work of the Group performed in connection with the performance of the task referred to in paragraph 1 includes in particular:
  - 1) analysing internal legal acts as well as procedures and practices applied in the IUNG-PIB, in order to determine to what extent the principles of the Charter and the Code as well as the OTM-R policy are implemented;
  - 2) developing documentation necessary for the implementation of the HR Excellence in Research distinction on the basis of an internal analysis aimed at identifying areas requiring action to adapt the internal legal acts of IUNG-PIB to the requirements of the Charter and the Code and the OTM-R policy.

### § 5

The Order shall enter into force on the day of its signature.

Puławy , date: 22 February 2018

To be received by:

1. members of the Group
2. a/a