

Results of the survey on the evaluation of the HRS4R working groups:

Target : 30 / Answer : 24 - 80%

- *What did you find most interesting in this exercise?*

Interviewees highlighted several elements:

- Exchanges of practices/experiences with other staff of the establishment of other positions and/or laboratories and/or services.
- The understanding of mutual constraints through discussions between sometimes diverse visions
- Improving the understanding of their environment and the functioning of the establishment
- The bottom-up approach and the fact of being able to be part of the actions plan

- *Do you have a suggestion to improve the involvement of researchers in this process?*

The interviewees are divided between making implication/participation mandatory or, on the contrary, developing free exchange times to present the approach.

All of them insist on the importance to highlight the advantages of the approach and to combine this approach with a simplification of practices and procedures.

- *What do you expect from the implementation of the strategy within the establishment ?*

The interviewees expect real outcomes by improvement actions within the institution. These improvement actions will have to be coupled with a simplification and an harmonization of existing practices and a clarification of the circuits. They must also meet the objectives of improving the attractiveness of the institution in the field of research and improving the reception of foreign researchers in particular.

- *Would you be interested to manage the implementation of an action ? (bearing in mind that the steering and the implementation of an action are not necessary carried by the same person)*

5 interviewees expressed a potential interest to stay involved in the implementation of the strategy provided that the tasks requested are in line with their skills and objectives.

- *What argument would you give to your supervisor/colleague in order to convince him/her to get involved in the implementation of the strategy?*

Several elements have been highlighted:

- Simplification and clarification of the procedures, in particular in recruitment process
- Needed in order to obtain grants in response to calls which are more and more competitive
- Long-term benefits for the establishment both in terms of organisation and attractiveness
- The more researchers involved, the more research interests will be defended and the stronger the strategy will be