

ICRA HUMAN RESOURCES POLICY

The Fundació Institut Català de Recerca de l'Aigua (ICRA), as a non-profit foundation, is fully aware of the importance of the management of persons as a strategic and differential element, in which ICRA's most important value is its personnel.

It is for this reason that the smooth running of ICRA depends largely on the capacity, talent, potential and degree of integration of the people who make up the organisation. This explains why the selection of personnel has become a key factor in attracting the most valid people to work in ICRA.

For this reason, taking into account the current situation of our globalised, technologically changing world in continuous progress, for ICRA it represents a challenge to achieve the best talent for developing its projects.

Our Human Resources policies are designed to foster occupational conditions of quality, with the aim of creating a cohesive working environment and promoting a set of values capable of making people feel that they form part of ICRA.

In relation with the incorporation of persons, ICRA has a series of procedures and tools which have to be used whenever the need to cover a vacancy in the organisation is detected.

The purpose is to guarantee that the most suitable candidate is selected, offering equal opportunities to all of them, and that the selection process is as agile and effective as possible and is conducted in full accordance with the currently applicable regulations.

In this respect, in December 2015 ICRA received the European Commission's "HR Excellence in Research" Accreditation, in recognition of its continuous commitment to the principles of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers.

In line with the "HR Excellence in Research" Accreditation, ICRA's **OTM-R Policy (Open, Transparent and Merit-based Recruitment)** is based on the principles of the Code of Conduct for Contracting Researchers of the European Charter for Researchers.

This policy operates in conjunction with other strategies of the Institute which form part of ICRA's general strategy of ensuring that the best person is contracted for the position in question, and also:

- It guarantees equality of opportunities and access.
- It creates an international portfolio of competitive cooperation that favours the mobility of human capital.
- It improves researchers' working conditions and attracts research talent from abroad.
- It provides information and transparency.

This document has as its basis of compliance the goals set out in the current legislation on employment matters.

ICRA is committed to the OTM-R Policy and all the complementary policies which aim to increase the level of quality and the quest for excellence.

ICRA's compliance with the OTM-R framework is reviewed by the European Commission by way of the Euraxess platform.