

HR Strategy for NCBJ (HRS4R – Researchers) for years 2025–2028

(the following concerns NCBJ employees working on scientific and research-technical positions and highly skilled engineers and technicians at NCBJ, referred to as researchers)

The National Centre for Nuclear Research (NCBJ) fulfils its mission by contributing to the advancement of science, supporting the economy, and fostering innovation critical to the country. NCBJ seeks to maintain and strengthen its position as the country's leading research centre and an institute of international renown with a unique research infrastructure.

NCBJ provides interdisciplinary activities in the fields of physical sciences (including astrophysics), materials engineering, automation, electronics, and space technologies, environmental engineering, mining and energy, computer science (including Big Data processing, supercomputing technologies, and artificial intelligence), and pharmaceutical sciences.

In the face of a dynamically changing reality, the key challenges remain the development of nuclear energy and safety. New scientific needs considering the breadth of topics such as nuclear physics, materials engineering, and cybersecurity, combined with globalization and a challenging socio-economic environment, demand prioritization of innovation and readiness to collaborate on complex research and implementation projects.

To address these challenges, it is crucial to:

- recruit and retain a highly qualified team of researchers,
- maintain high standards in managing researchers,
- create an inspiring, safe, and supportive working environment.

Key Areas of Activity

1. **Career development of researchers**, enabling them to fully realize their research potential.
2. **Development of international mobility**, including assistance for foreign employees.
3. **Complied with established recruitment process standards** with the OTM-R Policy (Open, Transparent, and Merit-based Recruitment).
4. **Building an organizational culture based on shared values**, such as:

a. Ethics and Fairness

Our priority is reliability and honesty in conducting research, including particular care for data and results accuracy, avoiding plagiarism, and respecting intellectual property rights.

We emphasize transparency in both internal relations and external interactions with scientific, industrial, and societal partners.

b. Knowledge Sharing and Development-Oriented Approach

We promote a culture of continuous improvement and knowledge sharing. We create an environment for exchanging experiences; early-career researchers learn from more experienced ones, while experienced researchers draw inspiration from the energy and ingenuity of their colleagues.

We provide our scientific employees with opportunities to conduct teaching and lectures, supporting their involvement in the educational process.

c. Professionalism

Researchers combine knowledge, skills, and attitudes to strive for the highest standards in task execution and relationship building. Every activity is grounded in solid bases of merit and respect for others, and responsibility for tasks.

We build relationships based on trust and constructive dialogue.

d. Flexibility in Thinking and Action

We are open to new approaches, methods, and technologies. We learn from our experiences and are ready to adapt our actions to changing conditions. Flexibility enables us to respond dynamically and effectively to the needs of science, industry, and society.

e. Openness and Collaboration

We establish relationships with other researchers, industrial partners, and public administration, driven by the shared goal of creating scientific and practical value.

Every team member has the right and opportunity to express their opinions and ideas.

f. Draw Inspiration from Diversity

We treat every individual as a valued part of teamwork. We believe that the diversity of experiences, ages, cultures, nationalities, genders, or perspectives contributes to greater creativity and better results.

We create a working environment where everyone feels welcomed and appreciated.

g. Social Responsibility

Research conducted at NCBJ serves science and improves society's quality of life. We actively engage in promoting science to various social groups.

NCBJ leaders actively promote our values, which align with the principles outlined in the European Charter for Researchers as part of the HRS4R (Human Resources Strategy for Researchers) standards.

Key Directions for NCBJ Activities in 2025–2028

1. **Strengthening the responsibility of scientific employees**, particularly in:
 - adhering to ethical principles and intellectual property norms,
 - accountability to employers, grant providers, and society,
 - awareness of research funding and best practices,
 - ensuring collaboration free from discrimination,

- sharing knowledge and experience.
- 2. **Developing research careers**, considering age and gender diversity among employees.
- 3. **Develop future research team leaders** through continued talent management and mentoring programs.
- 4. **Engaging early-career scientists** (including PhD students) in building the scientific community at NCBJ.
- 5. **Developing the mobility of scientific employees**, both internationally and inter-sectorally.
- 6. **Increasing accessibility to information** regarding the Institute's activities, decisions, and development directions.
- 7. **Raising awareness of the principles of the European Charter for Researchers**, especially in terms of ethics and anti-discrimination.