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The Human Resources Strategy for Researchers 2010 - 2014

In the summer 2010 Institute for Tourism signed the documents "Declaration of Commitment to the European Charter for Researchers" and "Code of Conduct for the Recruitment of Researchers", and filled the table "A Human Resources Strategy for Researchers Incorporating the Charter and Code" in order to:

- enable international and intersectional mobility and employment
- set criteria for selecting candidates
- encourage career development and professional recognition of foreign education qualifications (diplomas)

Special emphasis is placed on the carrier development of young researchers and postdoctoral training.

In the autumn 2010 an internal qualitative analysis was conducted and the guidelines were established in ten areas of the Action Plan of the Institute for Tourism and its subsidiary bodies:

Guidelines	Implementer	Implementation
1. Awareness - To make the list of Institutes acts and rules related to scientific research, the rights and obligations derived from the regulation on employment and the duties and responsibilities of researchers	The Scientific Council The Secretariat	2011
2. Ethics - To establish the Ethics Committee of the Institute for Tourism - To develop the Code of Ethics To promote the Code of Ethics in the scientific work	The Ethics Committee	2011
3. Ensuring scientific excellence - To cooperate on joint international projects - To encourage teamwork To encourage co-authorship in researches and publications - To provide access to leading journals and online databases for relevant scientific areas - To encourage mobility of researchers in the country and abroad - To encourage and monitor the progress of young researchers - To regulate the participation of Institute's employees in	The Scientific Council The Library & The Library Board	2011 - 2014

<p>the activities of other institutions (universities, colleges, etc.)</p> <ul style="list-style-type: none"> - To encourage membership in scientific and professional associations 		
<p>4. Research, teaching and publishing</p> <ul style="list-style-type: none"> - To promote scientific research through joint projects - To promote excellence and ethics of scientific work - To encourage co-operation with educational institutions (teaching, mentoring and participation in committees) - To encourage the publishing activities of the Institute for Tourism (books, article in scientific books, in the journal Tourism /Tourism, engagement in the editorial boards of the journals, publication on the website of IT). 	<p>The Scientific Council</p> <p>The Editorial Board</p> <p>INDOC</p>	2011 - 2014
<p>5. Mobility</p> <ul style="list-style-type: none"> - To encourage professional advancement by provision of financial resources - To encourage the training of researchers of the Institute for Tourism abroad - To monitor the results of the mobility 	<p>The Management Board</p> <p>The Scientific Council</p>	2011 - 2014
<p>6. Training in skills and competencies</p> <ul style="list-style-type: none"> - Obligatory IT and management training for associates of the Institute for Tourism (a new computer programs, project managers, strategic management, etc.) - Lifelong learning (e-learning courses, training, workshops, etc.). 	<p>The Scientific Council</p>	2011 - 2014
<p>7. Financing</p> <ul style="list-style-type: none"> - To cooperate with industry, communities and government agencies for the realization of joint projects - To encourage the use of EU funds for scientific research and for scientific and professional training of employees 	<p>The Management Board</p> <p>The Scientific Council</p>	2011 - 2014
<p>8. Popularization of science</p> <ul style="list-style-type: none"> - Promptly inform the public about the activities of the Institute for Tourism (the web portal, workshops and public presentations, newsletters, TV and radio appearances, articles in newspapers, etc.) 	<p>The Scientific Council</p>	2011 - 2014
<p>9. The initiative towards a national level</p> <ul style="list-style-type: none"> - To campaign for increased financial allocations in the state budget for science - To campaign for opening of new development jobs - To campaign for financing lifelong learning - To campaign for changes in the criteria for carrier advancement 	<p>The Management Board</p> <p>The Scientific Council</p> <p>The Director</p>	2011 - 2014
<p>10. Supplement regulations and mechanisms of the</p>	<p>The Scientific</p>	2011 - 2014

<p>Institute for Tourism</p> <ul style="list-style-type: none"> - Strategy of Development of the Institute for Tourism, 2010 - 2014 - monitoring indicators, internal and external evaluation - Advertising and informing on employment opportunities in the Institute for Tourism - Advancing the organization of work in the Institute for Tourism (flexible working hours with the monitoring of the results, participation of employees of the Institutes in training) - Introduction of the regulations on intellectual property, on good academic practice and code of ethics - Introduction of personal data collection (in order to monitor scientific excellence, career development, mentoring, ect.) 	<p>Council</p> <p>The Secretariat</p>	
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