

HR Excellence in Research

GAP Analysis (Charter and Code Checklist)

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Case number

2025RO328009

Name Organisation under review

ICMET Craiova

Organisation's contact details

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Date endorsement charter and code

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GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the GAP Analysis principles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

- **Status** : to what extent does this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - -- insufficiently implemented
- **GAP** : In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

Status**1. ETHICS AND RESEARCH INTEGRITY**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	- Existing procedures fully cover all Charter & Code requirements.	- Full alignment of institutional regulations with the Charter & Code. - Structured guidelines and researcher handbooks. - Standardisation of procedures for ethics, data management, recruitment, and evaluation. - Increasing communication and training sessions for researchers across divisions.

2. FREEDOM OF SCIENTIFIC RESEARCH

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	No Gap. Researchers feel they have the freedom to choose topics and methods within the strategic directions of the institute	Current practices are fully compliant and will be maintained. ICMET action plan reinforces this by focusing on Strengthening Individual Researcher Creativity and Autonomy.

Status**3. OPEN SCIENCE**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	While the Institute supports dissemination, there is a lack of a clear institutional strategy for open-access science and active promotion of research results. Dissemination largely depends on individual initiative.	A new Publication Strategy is planned to address declining output in high-impact journals. Action Plan also outlines an Increasing Visibility Plan to promote scientific achievements.

4. GENDER EQUALITY

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	No Gap	Current practices are fully compliant and will be maintained.

5. EMBRACING DIVERSITY

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	A gap exists between general perception and specific lived experiences. While a large majority reports a positive and inclusive environment, some respondents report issues that value conformity over integrity.	Institutional policies must be applied consistently and transparently, with more proactive initiatives to promote diversity. The ICMET Action Plan and OTM-R Policy explicitly promote an organizational culture grounded in the observance of diversity, equal opportunity, and inclusion principles.

Status**6. THE RESEARCHER**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	No Gap. Researchers feel they are accountable and act with professional rigor	Current practices are fully compliant and will be maintained

7. FREE CIRCULATION OF RESEARCHERS

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Mobility is supported, but its value in official career decisions is not always perceived as being fully recognized, creating a gap between principle and practice. While mobility is valued, support for transitioning between research areas and access to international collaboration networks are limited.	The OTM-R Policy promotes geographic, interdisciplinary, and intersectoral mobility as essential tools for professional development and supports participation in international mobility programs.

8. SUSTAINABILITY OF RESEARCH

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	No Gap. The professional role of the researcher is generally recognized and valued at the Institute.	Current practices are fully compliant and will be maintained.

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

Status**9. RESEARCHERS' ASSESSMENT**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	The evaluation process is perceived as not always being applied consistently and uniformly. There is a desire for clear, consistent criteria and recognition of a diverse range of contributions, beyond publications.	The OTM-R Policy outlines a commitment to constructive annual evaluations accompanied by personalized feedback. The Action Plan also aims to upgrade evaluation methodologies for PhD, postdoctoral, and technical development staff, eliminating potential biases.

10. RECRUITMENT

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	The perception that recruitment announcements are not always sufficiently clear persists, despite policies. Communication needs to be strengthened to ensure all relevant information is provided consistently.	The OTM-R Policy states that all positions are publicly advertised on the official website, national platforms, and international platforms like EURAXESS. It also specifies that selection criteria are communicated in advance.

Status**11. SELECTION**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	There is a sporadic perception that selection is influenced by personal relationships rather than exclusively by merit, a challenge to overcome through the consistent and transparent application of new policies.	The OTM-R Policy establishes merit-based selection as a fundamental principle. Selection committees are required to base their deliberations exclusively on the merit of the candidate.

12. CAREER PROGRESSION

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	There is a perception of the lack of a clear, institutional-level staff promotion program and transparent criteria for advancement.	The OTM-R Policy states that ICMET is actively engaged in creating real opportunities for career development for researchers, including professional guidance and continuous development. The Action Plan aims to strengthen individual researcher creativity and aligns career progression with institutional priorities

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

Status**13. WORKING CONDITIONS, FUNDING AND SALARIES**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	The salary system is sporadic seen as unfair, uncompetitive, and lacking a clear correlation with performance and contributions.	The OTM-R Policy states an objective to create an attractive employment and working environment for researchers. The ICMET Action Plan acknowledges a lack of a sustainable funding model as a key weakness and seeks to increase external grant success.

14. STABILITY OF EMPLOYMENT

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	No Gap.	Current practices are fully compliant and will be maintained

15. CONTRACTUAL AND LEGAL OBLIGATIONS

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	No Gap.	Current practices are fully compliant and will be maintained

Status**16. DISSEMINATION AND EXPLOITATION OF RESULTS**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	While the Institute supports dissemination, there is a lack of a clear institutional strategy for open-access science and active promotion of research results. Dissemination largely depends on individual initiative.	A new Publication Strategy is planned to address declining output in high-impact journals. Action Plan also outlines an Increasing Visibility Plan to promote scientific achievements.

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT**17. VALUING DIVERSE RESEARCH CAREERS**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Opportunities are often ad-hoc and not tied to a clear career path.	The Action Plan is focused on designing a new professional development framework.

Status**18. CAREER DEVELOPMENT AND ADVICE**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Professional development is not perceived as a coherent or accessible strategy. Opportunities are often ad-hoc and not tied to a clear career path.	The OTM-R Policy promotes continuous professional development tailored to each career stage (R1-R4). The Action Plan is focused on designing a new professional development framework.

19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Lack of formalized, regular training programs tailored to different career stages. Respondents express a need for courses in project management, scientific communication, and grant writing.	Specialization program for career development and Publication Workshops to train researchers in writing for high-ranking journals.

20. SUPERVISION AND MENTORING

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	There is a perception that the institute does not have a formal, structured mentoring framework. Comments explicitly state that mentors are sporadic or do not exist.	Re-launch the Mentoring Program for new staff and to consider mentorship at additional career stages.

