**Procedure for the evaluation of R1 and R2 researchers**

**Preamble**

The Evaluation Programme for R1 and R2 Researchers Hired for Research Projects, which will be launched from 12 April 2021, is part of the initiative to achieve the "Human Resources Strategy for Research (HRS4R)" seal. It is an action designed to cover one of the 40 principles established by the Charter and the Code of Conduct, specifically principle 11: "Evaluation Systems", of the Chapter: "Ethical and professional aspects".

The aim of this assessment is to provide R1 and R2 researchers recruited under research projects with a certification of the knowledge and skills acquired during the project, which can be used for the next step in their professional career.

**First Stage Researcher (R1) (Up to PhD point)**

This profile includes people who conduct research under supervision in industry, research institutes, or universities, and includes PhD candidates.

**Recognized Researcher (R2)**

This category of researcher includes:

* Doctoral holders who have not yet established a significant level of independence
* Researchers with an equivalent level of experience and competence.

**Competencies to be assessed**

Competencies to be achieved as a "First Stage Researcher" (R1)

* Conduct investigations under supervision;
* Have the ambition to develop knowledge of research methodologies and discipline;
* Have demonstrated a good understanding of a field of study;
* Have demonstrated the ability to produce data under supervision;
* Be able to critically analyze, evaluate, and synthesize new and complex ideas;
* Be able to explain the outcome of the research (and its value) to fellow researchers.

Competencies to be achieved as a "Recognized Researcher" (R2)

* Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field;
* Has demonstrated the ability to conceive, design, implement, and tailor a substantial research program with integrity;
* He has made a contribution through original research that expands the frontier of knowledge by developing a substantial body of work, innovation or application. This could be worthy of a publication or a patent with national or international reference;
* Demonstrates critical analysis, evaluation, and synthesis of new and complex ideas;
* You can communicate with your peers – you can explain the outcome of your research (and the value of it) to the research community
* Take charge of and manage their own career progression, set realistic and achievable career goals, identify and develop ways to improve employability;
* Co-authors of papers in workshops and conferences

Desirable competencies as a "Recognized Researcher" (R2)

* Includes the industry programme and other related employment sectors
* Understands the value of their research work in the context of products and services in industry and other related employment sectors
* You can communicate with the community at large, and society at large, about your areas of expertise
* It can be expected to promote, in professional contexts, technological, social or cultural advancement in a knowledge-based society
* You can be a mentor to early-stage researchers, helping them become more effective and successful in their research and development journey.

**General conditions**

1. All R1 and R2 UPM research staff will be able to access the Assessment Programme

2. The evaluation will be voluntary for the participant.

**Procedure**

The process consists of the following steps:

Step 1: Start of the evaluation. The following situations are contemplated:

1. The end date of the contract of the R1 or R2 researcher is approaching. The Contracted Personnel Management Unit asks the researcher responsible for the research project to confirm the end of the contract or its extension, and is sent the information on the R1 or R2 evaluation programme for application in the event of termination of the contract.
2. Two years have passed since the start of the contract, or since the last evaluation. The Contracted Personnel Management Unit sends the researcher responsible for the research project the information on the R1 or R2 evaluation programme for its application.
3. The R1 or R2 researcher wishes to be evaluated. Access the corresponding documentation through the Researcher Portal and request its evaluation from the researcher responsible for the research project for which they are hired.

Step 2: The researcher responsible for the research project meets with the R1 or R2 researcher, and together, they try to answer the evaluation questionnaire (Annex I). Considering as scores: 1-5 low performance, 6-7 average performance and 8-10 high performance.

Step 3: The researcher responsible for the research project completes and signs the report summarizing the result of the evaluation of the research conducted by the R1 or R2 researcher (Annex II).

Step 4: The researcher responsible for the research project sends the evaluation questionnaire and the report to researcher R1 or R2 in a private email, in a cordial and constructive tone.

ANNEX I: Evaluation Questionnaire

ANNEX II: Report Model

To whom it may concern

I, [Name and surname of the evaluator], [Position at the UPM] as PI/Responsible for the research work carried out by [Name and surname of the Evaluated], report that you have positively performed the following tasks:

-•

-•

-•

and developed the following skills:

-•

-•

-•

In Madrid, month, day, year.

Your name

His signature.