

INSTITUTE FOR NANOMATERIALS,
ADVANCED TECHNOLOGIES
AND INNOVATION TUL



HR EXCELLENCE IN RESEARCH

DIRECTOR'S WORD

Dear colleagues, dear friends,

people are the heart of CXI TUL. Without satisfied, motivated and capable employees, our Institution could not be where it is today, nor could we set ambitious goals that we achieve together. Each of us brings unique skills, experience and energy, thanks to which together we create a strong and inspiring team.

To fully utilize this strength, we must jointly create an environment that is not only creative and motivating, but also transparent, fair, respectful and friendly.

This **brochure** will remind you of the key steps that we have already taken within the HR Award, present the activities that are currently underway, as well as those that we plan for the coming years. Our goal is to support open communication, professional growth and mutual trust. We want every employee to feel part of something bigger – the CXI TUL team, which grows together, inspires each other and pushes the boundaries of knowledge.

Thank you for being part of our journey.
The future of CXI TUL is created primarily by you.



prof. Dr. Ing. Miroslav Černík, CSc.
Director of CXI TUL

WHAT IS THE HR EXCELLENCE IN RESEARCH AWARD?

The HR Excellence in Research Award is the European Commission award given to research institutions that systematically develop the quality of human resources management in science and research. The award confirms that the institution acts in accordance with the principles of **the European Charter for Researchers** and **the Code of Conduct for the Recruitment of Researchers**.

The process is based on 4 pillars:

- **Ethical and Professional Aspects**
- **Recruitment and Selection**
- **Working Conditions and Social Security**
- **Training and Development**



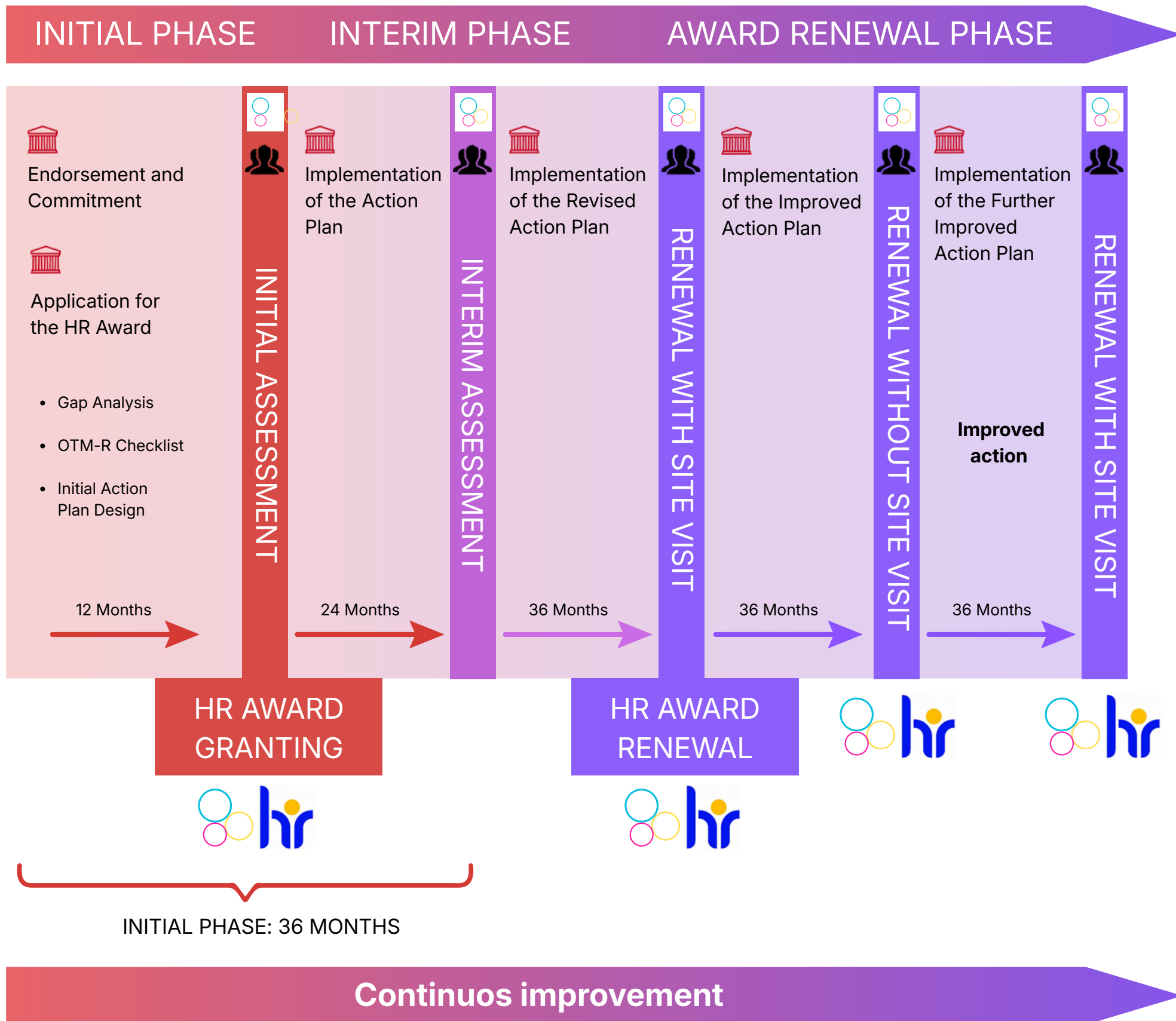
WHY HR AWARD AT CXI TUL?

Our **motivation** was clear – to obtain an award that:

- ☼ **will set processes** and environment according to international standards with the aim of increasing employee satisfaction and motivation,
- ☼ **will strengthen the international prestige of CXI TUL** as a trusted partner of European research organizations,
- ☼ **will improve CXI TUL's position in the evaluation** of international projects,
- ☼ **will increase the attractiveness of CXI TUL** for foreign researchers.



HR AWARD PROCESS



Organisations



European Commission

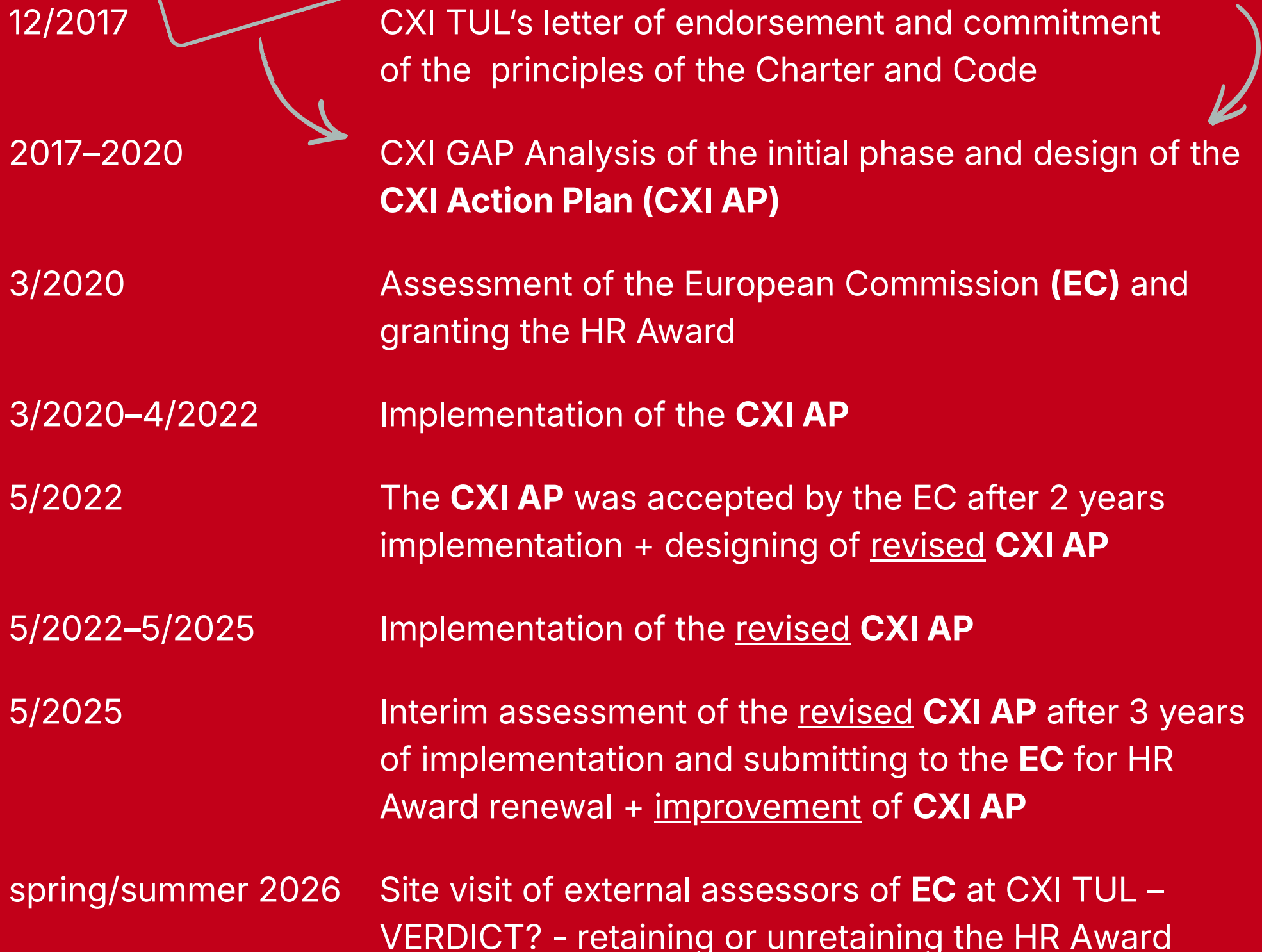


External assessors

WHAT IS FINISHED?

The GAP Analysis assesses where we are and where we would like to be compared to the principles of the Charter.

The Action Plan defines specific solutions to the gaps identified in the GAP analysis. It is a strategic and practical plan for the development of HR in a research organization, which is continuously updated in given periods.



WHAT AWAITS US?

spring 2026-spring 2029

Implementation of the **improved CXI AP**

summer 2029

CXI AP renewal after 3 years of implementation,
EC recommendation

summer 2029-summer 2032

Implementation of the **further improved CXI AP**

autumn 2032

CXI AP renewal after 3 years implementation
with site visit of external assessors,
EC recommendation



CXI TUL ACTION PLAN AND ITS OUTCOMES

Ethical and Professional Aspects

We know where we are going

... we have strategical documents.

We are interested in employee development

... we have a system of assessment and career development.

We want competent leaders

... we strengthened leaders in management skills.

We are an international Institute

... the Department of International Cooperation in R&D was established.



CXI TUL ACTION PLAN AND ITS OUTCOMES

Recruitment and Selection

We develop our departments, we develop CXI TUL

... we have a new employee support programme.

We want to be attractive

... we made the website and job advertisements more attractive.

We are open to colleagues from abroad

... we have a website with practical information.

We simplify administration

... the Guide for (Not Only) New CXI TUL Employees was designed.



CXI TUL ACTION PLAN AND ITS OUTCOMES

Working Conditions and Social Security

We are interested in your opinion

... we regularly conduct satisfaction surveys and meetings with employees.

We support job stability

... the number of permanent contracts is growing significantly.

We all want to understand each other

... we develop effective and bilingual communication.

Equal opportunities are a priority for us

... the position of ombudsman was established,
we support women in science.



CXI TUL ACTION PLAN AND ITS OUTCOMES

Training and Development

Students are welcome in science and research

... we actively involve young researchers from TUL faculties.

We reduce administration

... we have practical guides on specifics topics

We want educated employees

... we support education and training of our employees.

Everything in one place

... we participated on an unified educational TUL platform.



HOW DID THE HR AWARD HELP US?

Process management in R&D was implemented and is still developing

- ☼ GaP electronical system
- ☼ roles and responsibilities are defined

Communication has been strengthened

- ☼ 50 % response rate of satisfaction surveys
- ☼ regular meetings with a clear structure

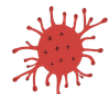
We improve the work environment and support culture

- ☼ 60 % permanent contracts
- ☼ Award for corporate charity



HOW DID THE HR AWARD HELP US?

Better conditions for development



we assess employees, motivate and remunerate them



Award Women Innovators for CXI TUL employees in the international competition Falling Walls Lab

Increasing international visibility and attractiveness



prestigious LIFE Awards 2025 for CXI TUL project in the field of "Circular Economy and Quality of Life"

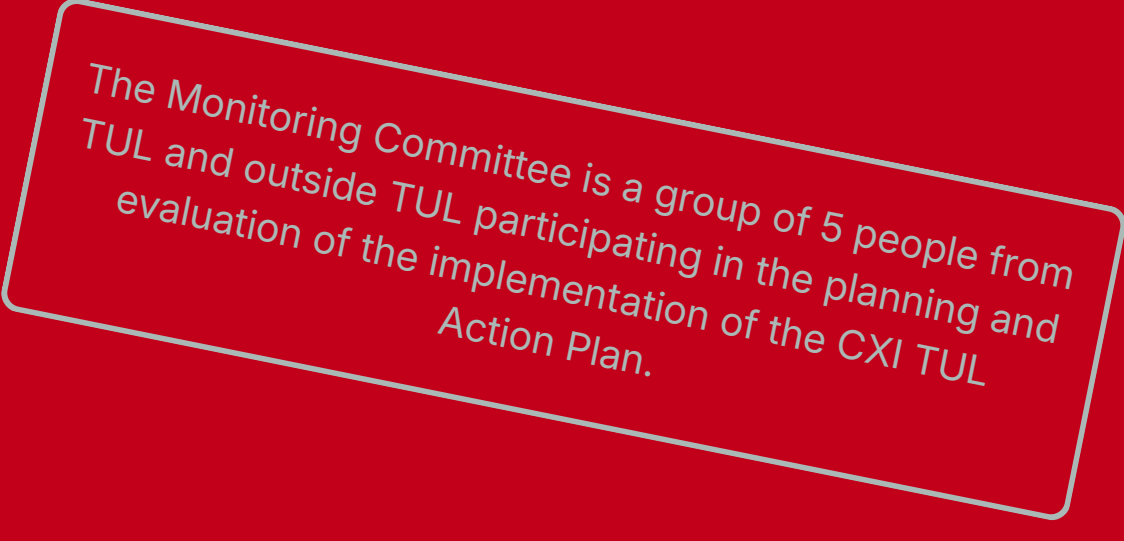
Application of R&D results in coopeation with partners



prestigious Award of the German economy



WHAT COMES IN THE FUTURE?



The Monitoring Committee is a group of 5 people from TUL and outside TUL participating in the planning and evaluation of the implementation of the CXI TUL Action Plan.

Based on employee suggestions, survey results, and recommendations from the Monitoring Committee, we are focusing on the following **new actions**:

- more effective **adaptation** process for new employees
- connection of research topics through **internal internships**
- participation on **doctoral degree programmes**
- position of **academic staff at CXI TUL**
- focus on **Age-management**
- utilization of the EU **Competence Framework** for researchers and research managers

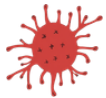
HR AWARD THROUGH THE EYES OF EMPLOYEES



Fatma Yalcinkaya – senior researcher, Turkey



For me, CXI and TUL feel like home. The university gave me the opportunity and space for my professional and personal development, including the possibility of conducting internships abroad. I feel safe, supported, and comfortable at CXI TUL. My parallel work at the faculty brings advantages because I can guide students, who subsequently collaborate on CXI TUL research topics. I lead one MSCA project and focus on supporting young researchers, we open new opportunities for them to gain knowledge, work with other institutions, use advanced research facilities, and experience different cultures.

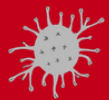


Josef Břoušek – head of research department, Czech Republic



I see leading the CXI TUL research department as a great opportunity and a commitment. We are a smaller team, but it is all the more important to me that we operate independently and become sought-after specialists in our field. Means of transport are now changing significantly towards sustainability, and we want to be on board with these new topics and bring useful solutions. In my new role as a leader, my management training helped me a lot – it gave me the tools to deal with situations that technical education does not prepare you for, and I regularly return to the notes from it. I was positively surprised by the cooperation with the team and how we can handle challenging tasks together. Even though I feel a great responsibility, I enjoy the opportunity to influence the direction of our work.

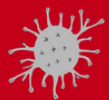
HR AWARD THROUGH THE EYES OF EMPLOYEES



Karolína Morávková – junior researcher, Czech Republic



CXI TUL is a great place for research and professional growth for a budding researcher. It is large enough to offer high-quality technical facilities, lots of opportunities and contacts, but at the same time small enough to have an open, friendly and collaborative atmosphere even between very different departments. These advantages are especially important for me as a budding early researcher with young children. Thanks to flexible working hours, helpful management and respect for individual needs, I manage to combine even such demanding and changing work with my family. I positively perceive the supportive community of colleagues and management here, not only in terms of professional direction, but also in the opportunity to develop in new areas, for example in communication or leadership.



Mateusz Fijalkowski – head of research direction and research department, Poland



CXI TUL provides me with a high degree of freedom in research. I have the opportunity to develop my own research topics, initiate new collaborations and participate in international projects. This autonomy is balanced by clearly set goals and management support, which creates a stable and motivating working environment. CXI's openness to cooperation and the ability to respond quickly to the requirements of project calls and industrial partners are also a great advantage. I appreciate the high-quality project support, which significantly facilitates the preparation of proposals and allows researchers to focus on professional content. This is also why CXI TUL is an attractive partner even in a highly competitive international environment.



HR EXCELLENCE IN RESEARCH

HR on the Top

CXI TUL





**HR Director
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Important links:



The European Charter for Researchers – NEW



CXI TUL Web HRS4R



Euraxess



Women in science