

CeMM Receives HR Excellence in Research Award from the EU Commission

CeMM, the Research Center for Molecular Medicine of the Austrian Academy of Sciences (ÖAW), has been awarded the HR Excellence in Research Award from the European Commission. This recognition comes as a result of CeMM's longstanding efforts to create the best possible conditions for top-tier scientists from around the world. Outstanding and innovative research is made possible through structurally optimal conditions, and with the HR Excellence Research Award comes a continued dedication to fostering an environment conducive to scientific innovation. By earning this accreditation, CeMM pledges to further implement the principles outlined in the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers," ensuring the provision of optimal working and research conditions.

(Vienna, 31 August 2023) Located in the 9th district of Vienna, the [CeMM](#) Research Center for Molecular Medicine of the Austrian Academy of Sciences stands as a cornerstone of excellence in European life sciences. Boasting a diverse community of over 300 scientists coming from over 45 different nations, CeMM drives innovative fundamental research in areas such as cancer, inflammation, metabolic and immune disorders, rare diseases, and aging – all with the overarching goal of advancing healthcare outcomes. Notably, this accolade makes CeMM the 10th institution in Austria to join the ranks of those who have been awarded the HR Excellence Award. The European Commission confers this honor upon institutions and research establishments that align with the 40 principles set forth in the "[European Charter for Researchers](#)" and the "[Code of Conduct for the Recruitment of Researchers](#)." These guidelines reflect a commitment to enhancing HR processes for continuous improvement. Key aspects encompassed by the Charter and Code include recognizing the researcher's profession and fostering research freedom, career development, the value of mobility, recruitment principles, selection criteria, and the rights and duties of researchers. Attaining this distinction requires sustained dedication and concerted efforts.

"The accreditation process, led by our Human Resources team and involving all groups and staff members at CeMM, was an intensive endeavor. Therefore, we are particularly delighted with this recognition. Simultaneously, this award marks the starting point for an extensive package of measures that will be implemented in the coming weeks, months, and years to further enhance working conditions at CeMM," emphasized Anita Ender, Administrative Director of CeMM.

Setting a Purposeful Agenda

Accompanying the HR Excellence in Research accreditation is a wealth of expert insights and feedback on all previously implemented initiatives. The award includes a meticulously outlined action plan designed to address gaps in the Charter and Code implementation over the next two to three years, as well as to introduce novel concepts. The comprehensive plan encompasses 32 initiatives across areas such as 1) career development, transition and job titles, 2) training and development, 3) feedback discussions, 4) recruitment, 5) diversity and inclusion, 6) safety, sustainability, and accessibility, and 7) communication, transparency, and recognition.

Championing International Competitiveness and Excellence Requires Political Support

Giulio Superti-Furga, Scientific Director of CeMM, added, “Achieving exceptional results, groundbreaking insights, and innovations that elevate our lives demands an environment that empowers global scholars to network and research. In Austria, there remains a significant stride yet to be taken in terms of political recognition, appreciation, and funding. Within our capacities, CeMM consistently strives to lead the way. It is a political imperative to fortify Austria’s resilience through investments in science and to propel research development, and innovation both nationally and within Europe.”

For a comprehensive view of CeMM’s action plan, please refer to the detailed documentation provided on our website: cemm.at/career/hrs4r

Pictures attached:

Picture 1: A group of CeMM staff members who actively participated in and contributed to the certification process and the CeMM management are pleased to receive the award.

Picture 2: CeMM Scientific Director Giulio Superti-Furga and CeMM Administrative Director Anita Ender

Related links:

More about the HRS4R at CeMM: <https://cemm.at/career/hrs4r>

CeMM’s Action Plan:

https://cemm.at/fileadmin/img/Career/HRS4R/CeMM_HRS4R_Action_Plan_.pdf

The European Charter & Code for Researchers:

<https://euraxess.ec.europa.eu/jobs/charter>

The **CeMM Research Center for Molecular Medicine of the Austrian Academy of Sciences** is an international, independent, and interdisciplinary research institution for molecular medicine under the scientific direction of Giulio Superti-Furga. CeMM is

oriented toward medical needs and integrates basic research and clinical expertise to develop innovative diagnostic and therapeutic approaches for precision medicine. Research focuses on cancer, inflammation, metabolic and immune disorders, rare diseases, and the cellular basis of aging. The Institute's research building is located on the campus of the Medical University and the Vienna General Hospital.
www.cemm.at

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