RAMIRI HR Scenario 1

Developing a Blueprint for Human Resources for two distributed Research Infrastructures: EuroQuake (natural science domain) and EuroLang (humanities domain)

**Objective of the Research Infrastructures**

EuroQuake and EuroLang are two distributed research infrastructures that combine a limited set of **data management centres** receiving data from a variety of **data-creation hubs that** allow interested researchers to analyse, process and enrich primary data with secondary data of all types. The raw data-creation hubs are funded and equipped by research programs, as are the set of tools required to analyse and visualise the data.

The tasks of the two research infrastructures both consisting of data management centers are to:

* collect the primary data and store it in multiple copies and in a persistent way
* offer access to data in an integrated and increasingly interoperable way
* allow users to operate on this data (analyse, process, enrich) and to store secondary data, again in multiple copies and in a persistent way
* store contextual and provenance information alongside with all generated data objects
* allow users easily to deploy new scientific algorithms that can analyse and visualise all data

In both cases, there are 6-10 data centres that all want to carry out the above described tasks within different European countries.

In the case of EuroQuake, this consists of:

* ten hubs to create primary data with automatic upload procedures
* hundreds of directly involved researchers
* some hundreds of PetaBytes of data per year
* a high complexity of the relations between all data types generated

and in the case of EuroLang we speak about:

* hundreds of data-generating experts with largely manual upload procedures
* thousands of directly involved researchers
* 100 PetaBytes per year
* an even higher complexity of the relations between all data types generated

Both research infrastructures are scheduled to exist for 20 years and they will exist as separate institutions, although the locations need to be chosen.

**Blueprint for Human Resources**

A management group has been established and you are part of the management group that needs to work out a complete blueprint for equipping the research infrastructures, consisting of the corresponding data centres and the European ERIC, with appropriate experts. It is the task of the management group to:

* describe the type of experts (roles/functions, qualification, experience, skills, salary level[[1]](#footnote-1)) required with an initial rough indication about the required number of these experts
* specify the duration and nature of the contracts to maintain a balance between innovation and continuity
* specify the recruitment process and effort (where and how to find experts, local vs. national vs. international, identifying and addressing the expectations of these experts)
* describe a suitable selection process
* specify strategies for creating motivation, engagement, identification, productivity, etc.; and differentiate between factors which can be influenced by appropriate leadership skills, and those which cannot
* specify programs that will help to establish and maintain coherence and a collaborative atmosphere within the research infrastructure
* describe performance evaluation methods and guidelines for formal interactions about functioning and remuneration; describe ways to identify and analyse reasons for problems in relation to staffing
* identify the formal rules that exist in the different countries which need to be considered in HR recruitment and employment[[2]](#footnote-2)

For all points, please indicate possible differences between EuroQuake and EuroLang.

The outcome of this management group will be used by the Establishment Boards to determine their calculations, decisions and guidelines.

1. A rough classification will be sufficient at the beginning. [↑](#footnote-ref-1)
2. An indication of a number of typical rules that need to be considered is sufficient. No comprehensiveness is required. [↑](#footnote-ref-2)