

VID Specialized University

The European Charter for Researchers (HRS4R): GAP analysis

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

Research assessment should ensure an equal recognition and reward of researchers' careers regardless of the sector of employment or activity and follow an unbiased talent-based approach. Fair recruitment and selection of researchers' policies are fundamental for achieving an open labour market for researchers, contributing to the advancement of the European Research Area.

Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
1. ETHICS AND RESEARCH INTEGRITY +/-	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. The Norwegian Research Ethics Act applies to all research in Norway to ensure that research is conducted in accordance with recognised ethical standards. Research ethics is regulated by both national and international laws and guidelines, such as The European Code of Conduct for Research Integrity (Revised edition 2023) european-code-of-conduct-for-research-integrity_horizon_en.pdf Research at VID is conducted in accordance with the recognised ethical norms stipulated by the National Research Ethics Committees. The National Research Ethics Committees Forskningsetikk VID has an established independent Research Ethics Committee which also includes external members. To implement research ethics initiatives, VID has a Research Ethics Working Group, chaired by the Vice Rector for Research. All information pertaining to Research Ethics is made available on this webpage. https://www.vid.no/forskning/forskningsetikk/ VID has a Research Ethics Training and Development Action Plan (Norwegian only), which is revised annually by the Research Committee at VID. Responsibility for implementation of the different initiatives is clearly allocated in the action plan. In VID's Learning Management	

	System (LMS), the Research Ethics e-learning tool is published. Research Ethics is an annual thematic topic for all Research Groups and reported on in their annual reports. Forums for Research Ethics are held regularly and are open access to all academic staff. Research Ethics also form part of the taught elements of the PhD degree at VID. VID has developed a Statement of Compliance with Ethical Standards to ensure the integrity of the research. This is published on vid.no. Ensuring high awareness concerning ethical principles and professional standards is continuous work, as is professional responsibility and attitude. VID ensures that researchers have good knowledge about these issues through continuous training and informationsharing.	
2. FREEDOM OF SCIENTIFIC RESEARCH +/-	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. In general, Norway ranks among the countries in the world with the highest levels of personal freedom, including freedom of speech and expression. This also applies to research freedom, which is embedded in the academic culture and secured in national legislation such as The Universities and University Colleges Act. The definition of academic freedom forms an integral part of the legislation, with particular reference to academic freedom and responsibility as per §1.1 and 2.2. The revised 2024 version has further strengthened the element of academic freedom. Norway is committed to international agreements safeguarding academic freedom such as the Bonn declaration, Rome Ministerial Communiqué and UNSECO. Academic freedom is central to VIDs current strategy and clearly defined in the Research section of the current strategy, which underpins all research activity. VID has submitted its application to become a Magna Charta signatory in September 2025 <u>Dissemination of Research Findings</u> VID is an institutional member of Forskning.no, a national platform for research communication. VID actively participates in the annual ‘Research Days’ (Forskningsdagene), a nationwide initiative aimed at promoting public engagement with research. Additionally, VID maintains an online expert directory, providing media and the general public with access to researchers affiliated with a wide range of academic disciplines and thematic areas. Faculty members contribute regularly	

	to national newspapers and specialised academic and professional journals, thereby enhancing the visibility and societal relevance of their scholarly work. (Refer to Principle 16).	
3. OPEN SCIENCE +/-	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. The Government White Paper (14, 2024-2025 Secure Knowledge in an Unsecure World) strengthens research security by amending the principle to ‘as open as possible as secure as necessary’ and confirms transparency, verifiability and research ethics as core pillars in the Norwegian research system. NVA (Nasjonalt vitenarkiv) and Cris will be launched in 2025. This platform provides a nationwide solution for Open Research, Open Publishing and Open Research Data. VID is required by law to report on this annually to the Ministry of Education and Research in § 15-3.Database for statistikk om høyere utdanning VID is committed to publishing research results on open access Open Access publishing - VID Specialized University and have agreements in place to facilitate this. At VID, the Research Committee has adopted Guidelines for Managing Research Data at VID (Norwegian only), which include the FAIR principles (findable, accessible, interoperable and reusable). Information about managing research data is published on vid.no Research data management - vid.no VID uses dataverse.no for sharing, archiving, citing, researching and the analysis of research data. VID is an active member of cOAlition S, a coalition of national research funding organisations, which is commitment to the implementation of the necessary measures to fulfil international requirements for open publishing (Plan S). VID aims to publish with Open Access and have developed guidelines for open publishing in accordance with PlanS. VID has developed an <i>Institutional Rights Retention Policy</i> ((IRRS), concerned with ensuring publication in an open institutional archive. The IRRS policy has been approved by VIDs	

	Research Committee and is presented for approval by the Board in the Board Meeting taking place in September 2025. Academic staff at VID can apply for financial support to publish Open Access from VID's publishing fund (Open Access publishing - vid.no). <u>Citizen Science</u> VID has a dedicated webpage for information on conducting citizen science and have developed guidelines for Citizen Science for projects of this kind. These are published on vid.no	
4. GENDER EQUALITY +/-	VID is considered to almost achieve this principle through compliance with national legislation, institutional regulations and practices. The need to further develop the institution's practice around gender equality is addressed through measures in the Action Plan for Equality and Diversity (EDI). The national Equality and Anti-Discrimination Act promotes equal status, equal opportunities and equal rights, prohibits discrimination of any kind, and has the particular objective of safeguarding the working conditions and career opportunities of women and minorities. The Equality and Anti-Discrimination Ombud represents the interests of those who are discriminated against. All Norwegian employers are obliged to engage in active, targeted and systematic efforts to promote equality and prevent discrimination in the workplace. The Equality and Anti-Discrimination Act § 26 a-d, states that employers must issue a statement on the institution's current status that includes: 1. Status of gender equality in the institution 2. Statement confirming the employer's actions to comply with the legal obligations and safeguard against discrimination based on protected characteristics The institution's annual report includes VID's formal statement on equality, diversity, and anti-discrimination. Likestillingsredegjørelsen 2024 (only in Norwegian). Recruitment and promotion committees (expert committees) are required by law to have both genders represented (see Principle 11, Selection).	Initiatives undertaken: 1. Follow up on existing Action Plan for Equality and diversity for the period 2022 – 2025. New proposals: 1. Revise the Action plan for Equality and diversity for a new period. 2. Follow up the participants in METTIHS funded Balance+ project activities.

	VID's Action Plan for Equality and Diversity (EDI) for the period 2022 – 2025 (in Norwegian only) aims to ensure gender balance at all levels in the organisation. Along with other HEI institutions, VID reports annual on gender balance indicators, including proportion of female PhD students and females in academic positions. The numbers for 2024 are 81,25 % female PhD students and 77,93% females in academic positions. VID's largest education programs are within health and social sciences where women are highly represented. This gender representation is also reflected among these occupational groups in society and explains, to some degree, why in some of the research areas at VID, female researchers are proportionally higher represented than male researchers. However, as part of the Norwegian Research Council financed project METTIHS (Men to the top of Health and Social Carer Careers) project, VID has initiated activities to improve the proportion of men that aim for R3/ R4 level positions. The METTIHS project aims to act as a springboard for VID to continue to work long term with gender balance, in particular in the Health Science and Social Science faculties. VIDs Research group GenderHealth focus on the interaction of gender and health, with particular focus on women's health. VID has guidelines and procedures for handling bullying, harassment and unwanted sexual attention and has a digital solution for reporting in place ('Si ifra'). The whistleblowing procedures and ethical guidelines are available in the quality system (Health, Safety and Environment (HSE), Employee Handbook) on the intranet available to all employees (see Principle 11, Selection).	
5. EMBRACING DIVERSITY +/-	VID is considered to almost achieve this principle through compliance with national legislation, institutional regulations and practices. It is a goal to further develop the institution's practice in this area through measures in the Action plan.	New proposals:

	In accordance with national legislation ‘Working Environment Act’ Working Environment Act, and the ‘Equality and Anti-Discrimination Act’ Equality and Anti-Discrimination Act, all employees are legally protected against exploitation and discrimination at the workplace. In Norway, there is a statutory requirement for institutions to have an Equality Action Plan to promote diversity. This is also a requirement in order to receive research funding from the Norwegian Research Council (NFR). Gender Equality Plan (GEP) requirement VID strategy 2025-2028 recognises the value of diversity in the community as a strength by incorporating a broad range of human experiences and perspectives. VIDs Value Statement aims for VID to be a good place to study and work and that the institution shall value academic engagement, quality awareness, freedom of expression, diversity, collegial interaction, and good leadership. The Action Plan for Gender Equality and Inclusion for the period 2022 - 2025 (EDI) is not only based on legislation but is also rooted in VID’s intrinsic values. VID considers diversity as a strength to create a more just and inclusive work culture and aims to continuously strive towards improved diversity and equality, which is reflected in the EDI Action Plan. The Norwegian tripartite cooperation model, comprising of the employer, employees, and union representatives, ensures that principles of equality and diversity are upheld throughout all processes relating to recruitment, salary determination, and academic career development. Union representatives have a particular responsibility to ensure gender equality by participation in the interview panel and the employment committee. These matters are governed by VID’s Employment Regulations for VID Specialized University. The institutional regulations stipulate that union representatives participate in the Appointment Committee. To further strengthen awareness and ensure that all leaders are trained in both conscious and unconscious bias in the selection process, the development of courses and/or e-learning modules may be beneficial.	1. Implement the revised Action plan for equality and diversity (EDI).
6. THE RESEARCHER (+/+)	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. VID has in place established practice for supporting and onboarding new researchers, either as R1 PhD Research Fellows or as permanent academic staff (R1-R4). PhD Research Fellows employed by VID are issued a contract of employment and are subject to the same legal	

	protection and formal and informal access to support and guidance as permanent staff. All PhD Research Fellows have an onboarding conversation with the Centre Director, main supervisor and PhD-adviser, where information, advice and guidance is provided. All new academic staff at VID are issued a formal contract of employment and are informed of processes, routines and internal guidelines at VID through the induction program for new employees, signposting to resources on vid.no and induction e-learning programme on VID's LMS. International mobility is encouraged at the application stage for PhD Research Fellows and various mobility options are available throughout the course of the PhD degree. The Research Support Team and Internationalisation Team work closely to support Erasmus+ and internationalisation grant processes. Exploring different career options is discussed in principle 12. All researchers employed at VID are actively supported by their manager to develop career plans and actions as part of the annual appraisal system. The professional practice element has a strong focus across the entire VID curriculum including the three PhD programmes, where research and practice often combine to create new knowledge in a non-linear fashion. <u>Professional attitude</u> The Universities and University Colleges Act define higher education institutions' mission to contribute to new knowledge and benefit the whole of society. VID has established internal processes that must be adhered to by all researchers when applying for external research funding. VID.no provides an overview of research activity, research groups, externally funded projects, research ethics and guidelines. Approval from the Dean of Faculty is required prior to commencing research activity and VID Research Support Team ensures the project plan and budget are adhered to and any diversions communicated. <u>Accountability</u> Externally funded research projects adhere to the financial reporting as stipulated by the funding body in an open and transparent manner. Financial transactions are securely managed through the VISMA finance system aided by the Research Support Team and Finance Team. These teams ensure financial reporting is done in accordance with the funding body's requirements. Financial	
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auditing takes place with external chartered accountants. To facilitate effective management of externally funded projects, a 'Managing externally funded project' course is available to all project leaders through VIDs LMS.

National legislation ([The Universities and University Colleges Act](#) and [The Norwegian Research Ethics Act](#)) regulates how research ethics is organised and who is responsible. The content of research ethics, that is, what is sound scientific practice, is not regulated, rather it is the responsibility of the research community to determine.

[Åndsverkloven](#) regulates copyright and gives rights to those who create, perform or invest in intellectual property or related achievements and works. This law also regulates the right of citation. Citations are permitted from published work in accordance with good practice and to the extent that the purpose dictates. The [Guidelines](#) developed in 2014 by the National Research Ethics Committees are adopted by all staff involved in research at VID.

In accordance with [VID regulations](#) research data will be archived and shared as long as there are no legal, ethical or safety reasons not to do so (see chp. 2.2). VID supports the [FAIR-principles](#) and the idea that research data shall be as 'open as possible and as secure as necessary'.

VID has its own guidelines for projects that involve co-research and have published internal [research ethics guidelines for projects that involve co-research at VID](#) (In Norwegian only).

All research at VID has originality as a goal in order to fill gaps in knowledge as per [Guidelines for Research Ethics in the Social Sciences and the Humanities](#). Researchers must avoid duplication, that the same results are published in multiple places without appropriate citation and salamiing, that results are divided up into smaller pieces than required without sound scientific reason purely to increase the number of publications. Researchers should avoid publishing in predatory journals or journals that do not practice peer-review.

[Regulation for PhD degree](#) at VID (in Norwegian only) stipulate that those parts of the doctoral thesis to which the doctoral student alone has copyright, as well as other scientific works that are the result of work with the thesis where the doctoral student alone has copyright, may be used free of charge when making copies for use in the VIDs research and teaching activities. For doctoral students who are not employed at the VID, a separate agreement is entered into for similar use. In such instance, the doctoral student must be named as required by legislation and good practice and VID has an established process for this.

	Co-authorship declaration (Medforfattererklæring) forms part of the submission of the doctoral thesis. The PhD regulations outline both the student's and the supervisors' responsibilities and duties in relation to the supervision of the doctoral thesis. VID has also developed agreements for Masters students participating in larger research projects to safeguard their contribution.	
7. FREE CIRCULATION OF RESEARCHERS (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations and practices. It is a goal to further develop the institution's practice in this area through measures in the Action plan. International stay abroad is encouraged and embedded in the PhD journey from the application process, where applicants are asked to indicate plans for mobility, to annual internationalisation grant opportunities being published throughout the Research Fellow period. An international mobility course is held annually for PhD students as part of the generic research development course offer, and individual information, advice and guidance is available to support the process from the Research Support Team. International travel grants are available for PhD students and Erasmus+ exchange supported and encouraged for all academic staff. COIL and BIPs provide opportunities for online and virtual collaboration. VID supports its own full time academic staff to take up fractional positions within other HEIs or professional practice positions (e.g. hospitals) where applicable (so called combined positions). This enables circulation both within the university sector and with relevant professional sectors, such as Health Care and Social Care. HR have established practices for managing secondments to work on projects with e.g. local authorities, national health service etc. to facilitate circulation. The HRS4R gap analysis workshops raised issues around the lack of administrative structure to receive researchers from abroad. VID has identified actions to develop expertise to support the transition of international researchers to working in Norway (tax, social security etc.).	New proposals: 1. Improve availability of quality assured mobility information and advice on vid.no. 2. Establish process to receiving international researchers at the institution, both permanent staff, visiting lecturers and temporary staff/doctoral candidates/postdocs.
8. SUSTAINABILITY OF RESEARCH +/-	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. <u>International Frameworks</u>	

VID aligns its research activities with key international sustainability frameworks, including the European Green Deal, the United Nations 2030 Agenda for Sustainable Development, and the Sustainable Development Goals (SDGs). The European Commission’s MSCA Green Charter (under the Marie Skłodowska-Curie Actions) serves as a reference point for sustainable research implementation.

National Commitments

Norway is committed to the UN Sustainable Development Goals, which constitute a global action plan to eradicate poverty, reduce inequality, and combat climate change by 2030 ([White Paper No. 40, 2020–2021](#)).

Research institutions in Norway are required to comply with specific sustainability [criteria set by the Research Council of Norway](#), including policies on open science and responsible research practices.

Institutional Strategy and Priorities

VID’s institutional [strategy](#) emphasises the development of a sustainable academic portfolio that addresses societal challenges in alignment with the UN Sustainability Goals. The institution prioritises these five goals:

SDG 3: Good Health and Well-being

SDG 4: Quality Education

SDG 10: Reduced Inequalities

SDG 11: Sustainable Cities and Communities

SDG 17: Partnerships for the Goals

Environmental Certification and Operational Standards

VID is certified under the [Eco-Lighthouse Certification](#) scheme, Norway’s most widely used environmental management certification. This certification documents the institution’s commitment to environmental responsibility and social accountability, covering areas such as workplace environment, procurement, energy use, transportation, waste management, emissions, and aesthetics. The institution’s HSE (Health, Safety, and Environment) Manual outlines responsibilities and procedures related to the Eco-Lighthouse certification, including annual reviews and national reporting (Environmental Procedures in VID’s - Employee Handbook (only in Norwegian)).

[VID policy for green travel](#) outlines overarching principles for sustainable mobility. Staff are encouraged to critically assess the necessity of travel, to consider digital alternatives, and

	prioritise environmentally friendly modes of transportation. All travel must be booked through approved providers and requires line manager approval to ensure compliance with the policy. As a multi-campus institution, the use of digital platforms and reducing travel to the necessary minimum, is a clearly implemented leadership directive.	
PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION Research assessment should ensure an equal recognition and reward of researchers’ careers regardless of the sector of employment or activity and follow an unbiased talent-based approach. Fair recruitment and selection of researchers’ policies are fundamental for achieving an open labour market for researchers, contributing to the advancement of the European Research Area.		
Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
9. RESEARCHERS’ ASSESSMENT (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations and practices. It is a goal to further develop the institution’s practice in this area through measures in the Action Plan. VID has signed The Agreement on Reforming Research Assessment (CoARA) and supports the ten commitments the agreement is based on (The Commitments – CoARA). VID is an active participant in the ongoing reform of research assessment practices. The institution has formally endorsed NOR-CAM (Norwegian Career Assessment Matrix), a national initiative developed by the Norwegian Association of Higher Education Institutions (UHR), which also functions as a working group within the Coalition for Advancing Research Assessment (CoARA). The NOR-CAM network is officially recognised as the CoARA National Chapter Norway and is cited as an example of best practice in the implementation of CoARA principles (CoARA National Chapter Norway – CoARA). The NOR-CAM matrix, developed by UHR, serves as a national framework for comprehensive and responsible assessment of academic careers. Building on this foundation, VID has developed its own institutional framework, VID-CAM, which is fully aligned with the principles of NOR-CAM. Both CoARA and VID-CAM action plans are anchored in the institutions Senior Leadership Team (SLT) and other relevant internal governance bodies. VID has developed a separate Action Plan for Equality and Diversity, (aligned with Charter Principle 4 Gender Equality), and maintains institutional Research Ethics Guidelines, aligned	New proposals: Guidelines and templates used in the recruitment and progression process for researchers reflect current OTM-R policy and practices. -

	with Charter Principle 1 Ethics). Together, these policies reinforce VID's commitment to fair, inclusive, and ethically grounded research assessment practices. Reforming the methods and processes by which research, researchers, and research institutions are evaluated is a priority at VID. While the institution is fully committed to this transformation, it also recognises that meaningful implementation will require time and sustained effort. The need for continuous and sustained development and training is addressed in the action plan and will, in time, be delivered through VIDs LMS. By promoting awareness of the VID-CAM framework across the organisation and embedding it into institutional regulations, guidelines, career development initiatives and recruitment templates, the pace of change will be accelerated. Furthermore, the implementation of the action plans mentioned above will significantly contribute to closing the gap between current practices and the principles outlined in CoARA and VID-CAM action plans. Research results and activities are assessed in light of Open Science principles (See Principle 3).	
10. RECRUITMENT (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations, and established practices. The institution aims to strengthen its efforts in this area by implementing measures outlined in the Action Plan. Norwegian legislation establishes clear criteria for the recruitment of academic staff, including teaching and research positions, as well as early-career researchers such as postdoctoral fellows, PhD candidates, and research assistants. The Universities and University Colleges Act §7-2 mandates all academic positions must be publicly advertised and candidates are to be assessed by an independent expert committee based on the criteria outlined in the job advertisement. Furthermore, the Regulations (§3-7, 3.8) of the abovementioned Act specify the qualification requirements for different academic ranks and details how academic competence is to be evaluated. Additional legal frameworks to safeguard applicants' rights include Working Environment Act and the Equality and Anti-Discrimination Act. VID has developed its own institutional regulations, guidelines, and procedures that supplement national standards, including:	New proposals: 1. Adjust job advertisement templates to include working conditions, employee rights and career opportunities.

	• Recruitment Regulations at VID Specialized University • Guidelines for Appointment, Promotion, and Career Progression • Action Plan for Equality and Diversity 2022–2025 The Guidelines for Appointment, Promotion, and Career Progression govern the recruitment process for academic positions and provide detailed procedures for job advertisement, expert evaluations, recommendations, and final appointments. These are aligned with the principles of Open, Transparent, and Merit-Based Recruitment (OTM-R) and the European Code of Conduct for the Recruitment of Researchers. VID adheres to the principle of merit-based selection, whereby all applicants’ academic qualifications are assessed by a formally appointed committee that includes external members. Suitability for the position is further evaluated through interviews, trial lectures and reference checks. Professional experience outside academia is recognised and valued, particularly for candidates returning to a research career. Job advertisements clearly describe the required qualifications in accordance with VID’s templates and are widely disseminated in line with institutional guidelines. The advertisement explicitly encourages applications from under-represented groups and invites qualified candidates to apply regardless of gender, disability or cultural background. Discrimination is prohibited under the Equality and Anti-Discrimination Act, and VID’s Equality and Diversity Action Plan outlines specific goals and measures to ensure an inclusive and transparent recruitment processes. Job postings at VID also include information about working conditions and benefits, as well as a brief outline of the selection process. The digital recruitment system in use ensures that applicants receive updates throughout the process. However, there is ongoing consideration of whether additional information about the recruitment process should be included in job advertisements or made available on VID’s website. Finally, the inclusion of career development opportunities in job advertisements has been identified as an area for improvement. Although career pathways follow national guidelines, these are often discussed only during interviews and are not explicitly stated in the job postings.	
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11. SELECTION (+/+)

VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices.

At VID, all applicants for academic positions undergo a two-stage recruitment process in accordance with internal regulations and guidelines. In the first stage, candidates are assessed by an expert committee in line with the [Universities and University Colleges Act](#) and its associated regulations. This committee evaluates the candidates' academic qualifications and is primarily composed of external members. The composition of the committee is determined by legal requirements, which specify the number of members, level of expertise, relevant experience, and gender representation. VID's internal guidelines(Employment Regulations for VID Specialized University) further stipulate that international representation should be sought where possible. Prior to the expert assessment, candidates may be screened by an administrative committee; however, the expert committee holds the formal responsibility for evaluating all applicants and may override the administrative committee's recommendations.

The second stage of the selection process includes interviews, trial lectures and reference checks. Candidates selected for this stage are chosen based on the expert committee's recommendations. Internal guidelines at VID define the composition of the interview panel, which must include representatives from both employee and employer sides. The selection process and decisions made by the recruiting manager or recommending authority must be documented in a recommendation report, which is submitted to the appointment committee for final decision-making.

Recruitment processes for PhD and postdoctoral positions follow a similar structure, involving expert evaluation, interviews, and reference checks, in accordance with national legislation and internal guidelines.

In Norway, the recognition and accreditation of foreign higher education qualifications are carried out by [HK-DIR](#), an executive agency for the Ministry of Education and Research

Managers with recruitment responsibilities are provided with access to national legislation, external guidelines, and internal resources and process descriptions. Each academic unit also has an assigned HR partner who supports managers throughout the recruitment process as needed. Since academic leaders at VID are appointed on fixed-term contracts of four years, it is an ongoing task to ensure that all leaders possess sufficient knowledge of applicable rules and procedures. Currently, this is primarily addressed through one-on-one follow-up by HR and immediate supervisors. To strengthen training and ensure that all leaders are aware of conscious

	and unconscious bias in the selection process, the development of courses and/or e-learning may be beneficial (refer to principle 5). <u>Non-discrimination</u> National legislation prohibits all forms of discrimination. Whilst the Working Environment Act in general prohibits all forms of discrimination and harassment, the Equality and Anti-Discrimination Act protects individuals from discrimination based on protected characteristics (characteristics such as gender, pregnancy, parental leave (due to birth or adoption), caregiving responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity). The Equality and Anti-Discrimination Ombud Act regulates the process for handling allegations of discrimination. VID has guidelines and procedures for handling bullying, harassment and unwanted sexual attention and has a digital solution for reporting in place ('Si ifra'). The whistleblowing procedures and ethical guidelines are available in the quality system (HMS, P-håndbok) on the intranet available to all employees.	
12. CAREER PROGRESSION (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations, and established practices. The institution aims to strengthen its efforts in this area by implementing measures outlined in the Action Plan. Just as an expert committee evaluates candidates' qualifications during the recruitment process, such evaluation is also a formal part of the promotion process to higher academic positions. This is mandated by the regulations associated with the Universities and University Colleges Act. The assessment of an employee's professional achievements is conducted transparently by an independent committee, which evaluates the researcher's overall academic competence. Performance and development appraisal reviews between academic staff and their immediate supervisors serve as a key arena for feedback and goal setting. At VID, these reviews are conducted at least once a year and follow a structured format. The topics addressed are, among others, the allocation of R&D time for the upcoming year and the employee's aspirations regarding career and competence development. VID has established progression programmes for both academic strands in Norway; teaching focussed progression to Lecturer and Docent and Research focussed progression to Professor or Researcher I. These both run annually. In 2024 VID launched Academy for Early Career	New proposals: 1. Increase number mobility experiences (all types) for research staff.

	Researchers, a one-year career development programme with individual mentoring available to researchers who have completed their PhD in the previous 4 years. Participants develop a career plan and project idea development plan as part of the programme and receive mentoring for senior researchers (R4). Further support for career progress for researchers at VID include progression mentoring schemes and progression grants to enable a fixed research period (up to 4 months), available to support a range of research activities to prepare for application for progression (Career development - vid.no). VID aims to support a broadened range of research assessment for career progression through its work with implementation of COARA and NORCAM and see revision of templates and internal guidelines for recruitment as the first stage to achieve this, as reflected in the action plan. <u>Co-authorship</u> VID supports the Vancouver Recommendations and support co-authorship as an attribute to the pursuit of new knowledge. VID has implemented this intention in the 2024 guideline to institutional responsibility for research ethics: Fostering research ethics: A guide for research performing organisations. Additionally, co-authorship and research ethics feature in the programme for the extended supervisor training course launching autumn 2025. VIDs generic research development programme, which is open to all PhD students, include an annual course on co-authorship to develop their understanding of the Vancouver Recommendations. Additionally co-authroship featured on the 2024 PhD day programme for all PhD students at VID. Regulations for PhD education at VID stipulate the requirements of a Declaration of co-authorship where this is applicable, refer to Forskrift om graden philosophiae doctor (ph.d.) ved VID vitenskapelige høgskole § 10-1. The Declaration of Co-authorship at VID is available to use for authors of article-based PhD thesis. VID has a Declaration of Co-authorship for use where there are more than one authors (beyond the PhD student). <u>Recognition of mobility experience</u>	
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	VID's overarching strategy emphasises that international experience should be an integral component of the career development offered to academic staff. Recognition of mobility, both internationally and across divisions and sectors, is recognised in the institutional commitment to COARA and by merit in the assessment of research competence as reflected in the VID Competence Matrix. PhD candidates are expected to undertake a research stay abroad during their employment period. Plans for this stay must be outlined in the project description submitted with the application and further developed in collaboration with the immediate supervisor or academic advisor after employment. Each faculty administers an internationalisation travel grant that provides financial support for such stays. To further strengthen international networks and academic development, staff members may apply for Erasmus+ funding for exchange and mobility activities. Feedback from the HRS4R gap-analysis workshops indicate that there is a lack of consensus in the recognition of mobility experiences across the institution which is not in line with the current VID strategy. This is reflected in the action plan.	
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PILLAR 3 - WORKING CONDITIONS AND PRACTICES

Improving researchers working conditions should be at the core of the Union policy framework for research careers. Within this area several actions are proposed to contribute to the stability of employment, to the definition of researchers' labour rights and obligations and the need for employers and funders to develop a research culture for research excellence and facilitate a thriving researcher community.

Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
13. WORKING CONDITIONS, FUNDING AND SALARIES +/-	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations and practices. It still is a goal to further develop the institution in this area through measures in the Action Plan. In general, the Working Environment Act safeguards a healthy and meaningful working environment for all employees, safety from harmful physical and mental influences, and commands a standard of welfare at the working place which at all times is consistent with the level of technological and social development of society.	New proposals: • Accommodate for continuous research periods for academic staff. • Revise the work/life balance policy. • Develop an encompassing leadership handbook to

	More specifically , the Act addresses the rights of disabled job applicants and employees and the corresponding obligations for the employer Working Environment Act § 4-6 , ensuring that for instance disabled researchers where identified are given the necessary adaptation of their work or working hours, alteration of work equipment, work-oriented measures and such. Issues related to employees’ working conditions are addressed in the HR Policy Guidelines for VID Personnel Regulations. VID has an Action Plan for Equality, Inclusion and Diversity (2020-2025) which includes a focus on inclusion, universal design aspiration and on employing a more diverse workforce (see Principle 5). The Employee Handbook has a work-life-balance perspective and ensures a high degree of flexibility in terms of working from home if necessary, through digital platforms, temporary reduction in hours etc. The division of research time between teaching and research is another aspect of researchers working conditions. This was raised as an issue in all the workshops as an area that could be improved ato facilitate more continuous time allocated to research and therefore is addressed in the action plan. In 2024, VID conducted a work environment survey which included questions about what is referred to in the Working Environment Act (§ 4-1, 4-3) as an ‘unacceptable psychosocial work environment,’ hereafter referred to as unacceptable behaviour. This index covered topics such as discrimination, bullying, harassment, sexual harassment, violence, and threats of violence. VID’s results indicate that unacceptable behaviour occurs very rarely, and that most people know how to report if they experience such behaviour personally or witness it in the workplace. VID has a zero tolerance policy for all forms of discrimination, bullying and harassment, sexual harassment, and unacceptable behaviour. On VID’s website employees and students can confidentially report discrimination, harassment and misconduct, which subsequently will be dealt with in accordance with procedural rules by the HR and Organisational Department. <u>Research environment</u> In Norway, Health, Safety and Environmental (HSE) issues at the working place is thoroughly regulated by the comprehensive Working Environment Act which details the standards for working conditions and responsibilities for both employees and the employer. Working	support managers to provide good working conditions.
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	Environment Act, Chapter 3 and 4, concerns more specifically working environment measures and requirements for the working environment. VID has its own HSE system and established a Working Environment Committee (WEC) both at institutional level and at all campuses in order to address and safeguard good working environments for all employees. At VID, a small, dedicated Research Support Team provides specialised competency support to researchers throughout the research lifecycle, helping to ensure high-quality proposals, effective project management and budgets in line with requirements. Additionally, the team manages the regulations, guidelines and routines for PhD education and the provision of Progression Programmes and PhD Careers Programme and individual careers information, advice and guidance. <u>Complaints/appeals</u> VIDs current complaints procedure aims to resolve matters of conflict at the lowest possible level. HR partners are available to support the employee and the manager to resolve any matters raised. Occupational Health can support where required and legal guidance can be sought by the employee from their trade union. All employees have the right to be accompanied at any meetings by their union rep. or another third party of their choosing. With regards to Research Fellows, the PhD Centre Director is their line manager. As such, the Centre Directors are responsible for managing confidential issues affecting personnel under their leadership (e.g. issues with supervisors). There is a CDP generic course held annually where the Centre Director presents this established practice, in addition to communicating it through other channels such as the PhD Forum at each Centre. Finally, as part of the exit questionnaire, the option of a confidential conversation with the Centre Director is made to all that have completed the PhD programme. The relevant HR partner will support the Centre Director when required. PhD Research Fellows can also access Occupational Health for support. There are established routines for supporting any changes of supervisor via the relevant Doctoral Committees, whilst safeguarding the Research Fellow.	
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	As an alternative to raising issues with the relevant HR partner and/or line manager, VID has a secure online platform for reporting issues relating to complaints in relation to the working environment. There is a separate portal for staff and PhD Research Fellows. https://ansatt.diakonhemmet.no/helse-miljo-og-sikkerhet/si-fra <u>Participation in organisation governance</u> The tripartite collaboration is a distinct feature of the Norwegian society. The collaboration is between the main actors in the working life, notably the employers' and the employees' organisations (unions), and the government. It is based on transparent collective negotiations and is fundamental for regulating the Norwegian labour market. The formalized agreement between the parties, which is considered the 'constitution' of the working life, has a fundamental focus on deliberation among the concerned parties, thus safeguarding the involvement of all stakeholders. Researchers at VID have substantial opportunities to influence, safeguard, and promote their individual and collective interests as professionals. They are also encouraged to actively contribute to the institution's development through participation in formal bodies such as the University Board (with elected staff representatives), Trade Union representatives (TVAU), and the health, safety and environment (HSE) structure. At VID, there are also annually elected PhD student representatives that meet regularly with their Centre Director and raise matter directly, resolving matters at the closest possible stage. <u>Funding and salaries</u> As a higher education institution, VID complies with national laws and adhere its tariff agreements as per 'Landsoverenskomst for høgskoler 2024-2026' (Norwegian only) which regulates salaries at all career stages for researchers, include R1. Furthermore, social security provisions are thoroughly regulated and are recognised internationally to be of a high standard of support. Finally, VID has its own salary policy. The combination of these factors ensure regular salary increments to support researchers. The Basic Collective Agreement for the Civil Service comprises agreements between the government and employees' organisations on pay and working conditions for civil service employees. The Norwegian National Insurance Act provides financial security by securing income and compensating for special expenses in the case of unemployment, maternity, illness, injury and disability, etc.	
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	The Norwegian Public Service Pension Fund handles public occupational pensions. Additional VID pays employer contribution to the SPK pension scheme.	
14. STABILITY OF EMPLOYMENT +/-	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. In Norway, the general rule for employment is permanent positions. The Working Environment Act (Section 14) regulates the conditions and limitations for temporary employment, including restrictions on the duration of such contracts. The Universities and University Colleges Act provides specific provisions for the use of temporary contracts for early career researchers. VID reports annually on the use of temporary employment to national authorities. The figures for 2024 show that fewer than one in three researchers at VID are employed on temporary contracts. <u>Post-doctoral positions (R2)</u> The revised Universities and University Colleges Act of 2024 and its associated regulations (§ 3-18) establish clear requirements for career development support for postdoctoral researchers. The purpose of a postdoctoral position is to enable the researcher to develop a research profile and required competences that will qualify them for academic positions such as associate professor by the end of their temporary contract. Norwegian legislation stipulates that postdoctoral appointments must be fixed-term contracts of three to four years. VID's internal guidelines elaborate on the recruitment process and ensure that each postdoctoral researcher has a career development plan. Additionally, postdocs are offered Norwegian language training if needed. Compliance with career development requirements for postdoctoral researchers is ensured through alignment with the conditions set by funding bodies such as the MSCA (Marie Skłodowska-Curie Actions), the Research Council of Norway (NFR), or the Ministry of Education and Research (KD). Postdoctoral researchers at VID have access to the same career development measures and institutional support as permanent academic staff.	
15. CONTRACTUAL AND LEGAL OBLIGATIONS +/-	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices.	

	National, sectorial and institutional regulations and guidance are openly available and accessible via VID.no to all staff in Norwegian and English, including VIDs PhD regulations and internal guidelines, as is Possibilities, guidelines and demands when publishing and registering research results. In Norway, Health, Safety and Environmental (HSE) issues at the working place is thoroughly regulated by the comprehensive The Working Environment Act which specifies in detail the standards for working conditions and responsibilities for both employees and the employer. Confidentiality and data protection is regulated by The Norwegian Personal Data Act and The Norwegian Health and Research Act. Chapter 7 addresses the storage and processing of health data. VIDs internal handbook om HSM provide guidance on precautions for health and safety and security (P13). VID has established GDPR-compliant guidelines and procedures governing access to its internal research server and external data services. The external data service is a secure platform provided by the University of Oslo (UiO), which allows for the storage of sensitive data (classified as red and black data) and facilitates collaboration with other researchers, including international partners. Access to VID's internal research server is governed by highly restrictive procedures. Access is granted only upon written request from the Research Administration Team to the IT Department. The server is hosted in a dedicated data room with controlled physical access, and daily backups are performed to ensure data security and integrity.	
16. DISSEMINATION AND EXPLOITATION OF RESULTS (+/+)	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. The University Act §15-2 cover database for research information which applies to VID. VIDs current agreements on open publishing are available on vid.no. VID have agreements on open publishing with Cambridge University Press, Elsevier, Sage, Springer, Taylor & Francis and Wiley. Cris/NVA-project, a national directive, establishes a common National solution for research information and knowledge archives. The service provides an overview of Norwegian research activity, making publications openly accessible and facilitating for the reuse of metadata.	

VID aims to publish research results with open access where the author retains copyright to the publication but grants users permission to read and download as per the [institutions guidelines for open access](#).

VID subscribes to Norwegian Agency for Shared Services in Education and Research [Sikt](#) who offer a common infrastructure and joint services for the knowledge sector which supports digitalisation, data sharing and open research. VID evaluates projects that require SIKT evaluation and have a dedicated research data management team who advise researchers and research projects.

Additionally, the IRRS guidelines were approved by Board in September 2025 (P 3). VID has its own expert group for open access publication advising researchers and research projects.

VID have guidelines pertaining to the expected publication rate in relation to R2-R4 positions. The allocation research time (<https://www.vid.no/en/research/research-support/career-development>) is linked to these guidelines. Faculties perform an annual review of publication and allocation of research time along with reviewing application for additional or extraordinary allocation. This is reported to the Research Committee.

VID has an Agreement for Admission to PhD programme at VID and regulations that confirm the open publication and archive process in VID open.

Academic staff at VID can apply for financial support for open publishing from the VID publishing fund. The fund is financed by VID and part of the [open publishing strategy](#).

Intellectual Assets including Intellectual Property Rights

The University Act ([UH-loven, § 2-2](#)) stipulate researcher academic freedom and responsibility, including freedom to decide to publish or apply for patent. [The Act on the right to inventions made by employees](#) regulate patentable inventions made by employees in public or private service.

The Copyright Act (Intellectual Property Act) states that the main rule for intellectual property rights is that the individual becomes the owner of the results they create. This gives the person the right to decide how these results will be used. A distinction is made between so-called moral rights – such as the rights to be named as the inventor or author and the right to (commercial)

	exploitation of the results. In principle, it is the author, owner of the idea or the inventor who has all the rights. <u>Public Engagement</u> VID is a member of Forskning.no and actively participates in the annual national science festival Forskningdagene. The institution maintains an expert directory on its website, listing researchers by topic or area of expertise, intended for use by the media and the general public. VID's academic staff are active contributors to national newspapers and professional journals. In addition, VID has a dedicated communications staff member responsible for disseminating research findings and project updates to external audiences, thereby strengthening the visibility and societal impact of VID's research.	
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PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

The research community is diverse in talents, skills, competences and capacities and roles. The more these talents are fostered and developed, the better the research quality, and societal relevance of the produced knowledge. Encouraging continuous professional development along with skills training is needed to maintain competence and provide researchers with a broad range of career opportunities in the public and private sectors.

Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
17. VALUING DIVERSE RESEARCH CAREERS (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations and practices. It still is a goal to further develop the institution in this area through measures in the Action Plan. VID supports the principles of DORA which recognises the need to improve the ways in which researchers and the outputs of scholarly research are evaluated but has yet to commit its signature. VID is a signatory of COARA and have committed to reforming research assessment through an action plan. Parallel to the work of COARA, Universities Norway (UHR) has developed its own national career assessment matrix that takes into account the need for a more diverse recognition of research careers. The Norwegian Careers Assessment Matrix (NOR-CAM) is now a working chapter of COARA. Universities Norway has established a national network for higher education institutions in Norway and VID is an active participant in this national NOR-CAM network. In accordance with directives from NOR-CAM, VID has developed its own institutional	New proposals: 1. Sign DORA

	version (VID-CAM) and is committed to an action plan to implement the changes to make diversity of assessment embedded in practise. This is embedded with the Senior Leadership Team at VID VID have structured progression programmes and mentor programmes in operation for different academic careers and different stages. In 2024 the Academy for Early Career Researchers was launched. The programme is open to those R2/R3 (Post Doc and Associate Professors who defended their thesis within the last 4 years). The programme runs for one academic year and includes sessions on career planning where diverse research careers is covered.	
18. CAREER DEVELOPMENT AND ADVICE (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations and practices. It still is a goal to further develop the institution in this area through measures in the Action Plan. Universities and University Colleges Act, stipulates that all PhD research fellows are entitled to access individual career guidance from a qualified practitioner and that institutions should offer career activities that is based on the Framework for Careers Guidance for Early Career Researchers from Norwegian Directorate for Higher Education and Skills. These activities should recognise the diversity of the target group and their individual needs. Under the new law, PhD Research Fellows and Post Docs must have access to an individual careers plan. This will be developed in discussion with their line manager as part of the annual appraisal. If there are sensitivity concerns, it is possible to access an independent Careers Adviser as well. Participants in VIDs Academy for Early Career Researchers have a mentor assigned to them as part of the programme. This mentor scheme is designed to support the participants with the topics addressed in the formal programme and focuses on developing an academic CV, creating a career plan, developing a project proposal idea and recognising the importance of diversity in academia. For researchers further on in their career, VID has mentor programmes for those academics that have completed the Progression to Promotion programmes and require further support with their individual progression application and by extension career planning. VID will develop careers guidance for Early Career Researchers in line with the new regulations and highlight the career guidance aspect as part of the PhD supervisor role in the supervisory	New proposals: 1. Develop career activities in line with the Norwegian Directorate for Higher Education and Skills (HK Dir) Framework for career guidance for early-career researchers 2. Raise awareness of careers development opportunities researchers at VID R1-R4 3. Offer mentor programme post-Academy to support career development in academia

	training. Additionally, the provision of careers guidance was raised in the workshops as lacking for researchers at the senior level /R4, creating an action in the HRS4R action plan.	
19. CONTINUOUS PROFESSIONAL DEVELOPMENT (+/-)	VID is considered to almost fulfil this principle through compliance with national legislation, institutional regulations and practices. It still is a goal to further develop the institutions in this area through measures in the Action Plan. All staff have annual appraisals where CPD is discussed and activities planned, including attendance at conferences etc. All academic staff have dedicated research time as part of their schedule where Continuous Professional Development (CDP) can be undertaken. VIDs LMS is open to all staff, where onboarding programme and range of training and development opportunities, including access to LinkedIn Learning, is openly available. PhD students have access to a non-credit bearing courses on Canvas ‘Generic Courses’, that offer a range of digital and in-person CPD events for First Stage researchers (R1) Innovation is part of the ‘Research in Practice’ element of VID-CAM, recognising the importance of entrepreneurial competencies. Solstien 3 is an example of an interdisciplinary educational development project a virtual learning house with users and scenarios that are visualised using images and 360 video resources that have been created. VID supports career development for researchers at different stages in their academic career, the Academy for Early Career Researchers (launched 2024) for those who defended their PhD in the last 4 years. In addition, Progression to Promotion programmes for the two academic careers paths in Norway run annually, focusing on either a) progression to Professor/Researcher I or b) progression to Senior Lecturer and Docent respectively. As a result of a Research Council funded project, VID also now offers a Project Proposal workshop for lecturers with a Master’s degree on an annual basis. Mentor programmes are available to staff that have completed the competency development programmes to support individual career planning and preparedness to apply for promotion. Staff that have completed a progression program can apply for a qualifying grant to enable teaching sabbatical to focus on research activity to support their application for promotion. PhD candidates have a structured researcher development programme (generic courses/doctoral training) that comprises of different courses that develop research skill, personal	New proposals: 1. Apply the Research Comp framework to the generic researcher development programme for PhDs and the progression to promotion programmes at VID

	development, internationalisation and support completion of their research degree. This is coordinated by the Research Support Team, delivered either digitally or on campus. In addition, each PhD centre hosts a series of staff development and research development days such as ‘Shut up and write’ groups, one of which is oriented specifically towards PhD candidates in the final phase of their fellowship. Research seminars are also held 2-3 times per semester, in which staff and students present works in progress and have the opportunity to receive feedback and comment on the work of others. Finally, an annual Graduate Conference, which provides candidates the opportunity to present their work to fellow PhDs and staff members is held at Centre for Diaconia and Professional Practice. The Conference also includes a keynote speaker who participates in the sessions in which the PhD candidates present their work. All academic staff are expected to actively participate in one of VIDs Research Groups. The research groups have access to annual funding for guest lectures and other staff development initiatives. <u>Validation of skills</u> Assessment of skills and facilitation of skills development form part of the annual appraisal system. As such, it is structured as a fair, transparent and accessible process. <u>Teaching</u> Regulations pertaining to Universities and University Colleges Act §3.8 stipulate the requirement for pedagogical competency for academic staff. The document “Felles rammer og normer for studieinnsats og pedagogisk ressursfordeling i VID” (Norwegian only) formalises the allocation and remuneration for teaching commitment. Senior researchers time for mentoring R1/R2 is recognised in this document as teaching time. Teaching skills and competencies form part of the competency matrixes used at VID based on NOR-CAM (working chapter of COARA). PhD students on a 4-year contract have 25% of their time dedicated to career progression activities which includes developing teaching competencies.	
20. SUPERVISION AND MENTORING (+/+)	VID is considered to fulfil this principle through compliance with national legislation, institutional regulations and practices. The Regulations for the philosophiae doctor (PhD) degree at VID regulate supervision and relationship between supervisors and early-stage researchers. The supervisory team for PhD students is formally appointed and there is a requirement to address how their combined	

	expertise meets the academic requirements of the PhD project in the case presented to the Doctoral Committee. In accordance with said regulations, all PhD candidates are appointed at least two supervisors. Part of the responsibility of supervisors is to ensure that the PhD students become active members of a relevant research environment by affiliation to one of VID's research groups. The Research Groups represent an important part of the informal mentoring and development of early-stage researchers. The Centre Director have an onboarding meeting with the supervisor(s) and the PhD-student to implement the provision for supervision. R1/R2 (post-doc) refer to Centre Director for performance reviews. All supervisors, internal and external, are required to complete VID's mandatory on-line course 'Developing supervisory skills' before appointment. The supervision contract confirms the appointment and the allocation of supervisory hours with the PhD student. There are also regular supervisor forums at each PhD Centre for sharing best practice and developing supervisory skills. An advanced supervisory training programme was launched autumn 2025 to further support the development of supervisors for PhD candidates at VID. This programme was oversubscribed in the first year and will continue to be offered on an annual basis. The Centre Director is the line manager for PhD students and conduct annual appraisals and performance reviews. There is regular contact with the line manager providing opportunities to raise any concerns the PhD student may have and for these to be addressed swift and effectively. The Centre Director forms an important part in establishing the grounds for the supervisory relationship and conduct individual onboarding meetings with the PhD student and the supervisor(s). PhD candidates submit a project plan with key milestones that are reviewed during supervision. Both PhD candidates and main supervisor submit an annual progress report to the Centre Director thus any concerns raised can be addressed. PhD students have access to a guidance adviser from the central Research Office for wellbeing support and advocacy. Research Fellows employed by VID can access Occupational Health. There is also further information and signposting to places of support in the digital PhD handbook.	
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	Senior Researchers are mindful of their important role in supporting and developing researchers at the early stage of their careers. VID has a mentoring scheme where senior researchers act as mentors as part of the Academy for Early Career Researchers programme. There is a structured mentoring strand that focus on career development planning and project proposal development. Academics who complete either of the progression programmes are also eligible for a mentor, with a focus on planning the necessary steps to be able to apply for promotion. Any participants on VIDs mentor programmes (mentor and mentees) are supported by the Research Support Team and can raise issues in confidence with the Research Support Team manager if needed. <u>Relation with supervisors</u> The feedback expectations are clearly defined in the guidelines. This is supported by mandatory e-learning for supervisors. Any individual concerns can be raised in confidence with the Centre Director, alternatively with the Research Support Team. <u>Senior Researcher</u> The expectations of R4 and their multi-faceted role exists organically. R4 have access to the VIDs LMS for mandatory supervision training, research ethics and co-authorship training and have access to regular fora to discuss relevant topics to ensure high professional standards are upheld. The workshops feedback revealed initiatives to support R4 careers would be welcomed and is reflected in the action plan (see Principle 13).	
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