

# HUMAN RESOURCES EXCELENCE FOR RESEARCH (HRS4R)



## Scientists & Researchers Survey (Spanish)

23rd/April/2021

A background image of a modern, multi-story building with a glass facade, identified as the Repsol Lab. The building is surrounded by trees and has a parking lot in front. The text "REPSOL LAB" is overlaid in large, 3D, metallic letters at the bottom right of the image.

REPSOL LAB





HR EXCELLENCE IN RESEARCH

# Certificación HRS4R

## (Human Resources Excellence in Research)

The 'HR Strategy for Researchers' supports research institutions and funding organizations in the implementation of the Charter & Code in their policies and practices.

The implementation of the Charter & Code principles by research institutions render them more attractive to researchers looking for a new employer or for a host for their research project.

The European Commission recognizes with the 'HR Excellence in Research Award' the institutions which make progress in aligning their human resources policies to the 40 principles of the Charter & Code, based on a customized action plan/HR strategy.

European charter & code for researchers: <https://euraxess.ec.europa.eu/euraxess/charter-code-researchers>  
(<https://euraxess.ec.europa.eu/euraxess/charter-code-researchers>).

\* Obligatorio

### 1. Genre \*

- ☐ Woman
- ☐ Man

### 2. Place of birth \*

- ☐ Spain
- ☐ Abroad

### 3. Age \*

- ☐ < 35 years old
- ☐ 35- 45 years old
- ☐ > 45 years old

4. Do you have a doctorate degree? \*

☐ Yes

☐ No

5. What is your position in the company? \*

☐ Scientist / Technologist

☐ Sr Scientist / Sr Technologist

☐ Technical Advisor

☐ Sr Technical Advisor

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognized ethical principles and practices. Researchers should, however, recognize the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognized ethical principles and practices, to which researchers have to adhere.

Do you consider Repsol Technology Lab comply with this principle? (1.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Completely

Do you consider Repsol Technology Lab comply with this principle? (1.b) \*

0	1	2	3	4	5	6	7	8	9	10
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Completely

## Principle 2: ETHICAL PRINCIPLES

Researchers should adhere to the recognized ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in different national, sectoral or institutional Codes of Ethics.

9. Do you consider Repsol Technology Lab comply with this principle? (2.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

10. Please feel free to add any suggestion or comment about the principle here (2.b).

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Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

- Do you consider Repsol Technology Lab comply with this principle? (3.a) \*

Not at all Completely

- Do you consider Repsol Technology Lab comply with this principle? (3.b) \*

Not at all Completely

## Principle 4: PROFESSIONAL ATTITUDE

Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

14. I, as a researcher, know the steps to follow to start a new experiment/research project i.e. the strategic goals of REPSOL, funding, internal approvals and lab procedures, etc.

Do you consider Repsol Technology Lab comply with this principle? (4.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

15. I have a regular and effective communication with my coworkers and collaborators (employer, supervisor, other researchers) in order to ensure that they are informed about an experiment's status (changes, delays, current status...)

Do you consider Repsol Technology Lab comply with this principle? (4.b) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

16. Please feel free to add any suggestion or comment about the principle here (4.c).

## Principle 5: CONTRACTUAL AND LEGAL OBLIGATIONS

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

17. Do you consider Repsol Technology Lab comply with this principle? (5.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

18. Please feel free to add any suggestion or comment about the principle here (5.b).

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Researchers need to be aware that they are accountable towards their employer, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorized audits of their research, whether undertaken by their employers/funders or by ethics committees.

19. Do you consider Repsol Technology Lab comply with this principle? (6.a) \*

Not at all Completely

## Principle 7: GOOD PRACTICE IN RESEARCH

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfill them at all times.

21. Do you consider Repsol Technology Lab comply with this principle? (7.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

22. Please feel free to add any suggestion or comment about the principle here (7.b).

## Princip. 8 *DISSEMINATION,EXPLOITATION OF RESULTS*

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialized. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

23. Do you consider Repsol Technology Lab comply with this principle? (8.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

24. Please feel free to add any suggestion or comment about the principle here (8.b).

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## Principle 9: PUBLIC ENGAGEMENT

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

25. When giving a talk about a scientific topic or experimental results to non-specialists, the language and explanations should be adjusted to the particular audience (e.g. , school visits, parents, , TV...)

Do you consider Repsol Technology Lab comply with this principle? (9.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

26. Please feel free to add any suggestion or comment about the principle here (9.b).

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## Principle 10: NON DISCRIMINATION

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

27. Do you consider Repsol Technology Lab comply with this principle? (10.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

28. Please feel free to add any suggestion or comment about the principle here (10.b).

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## Principle 11: EVALUATION/APPRAISAL SYSTEMS

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner.

29. Do you consider Repsol Technology Lab comply with this principle? (11.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

30. Please feel free to add any suggestion or comment about the principle here (11.b).

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## Principle 12: RECRUITMENT

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Open, Transparent and Merit-Based Recruitment of Researchers (OTM-R) policy when appointing or recruiting researchers.

Link: <https://www.euraxess.es/spain/services/open-transparent-and-merit-based-recruitment-researchers>  
(<https://www.euraxess.es/spain/services/open-transparent-and-merit-based-recruitment-researchers>).

31. Do you consider Repsol Technology Lab comply with this principle? (12.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

32. Please feel free to add any suggestion or comment about the principle here (12.b).

## Principle 13: RECRUITMENT (Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialized as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

33. Do you consider Repsol Technology Lab comply with this principle? (13.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

34. Please feel free to add any suggestion or comment about the principle here (13.b).

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## Principle 14: SELECTION (Code)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained as far as is realistic.

35. Do you consider Repsol Technology Lab comply with this principle? (14.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

36. Please feel free to add any suggestion or comment about the principle here (14.b).

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## Principle 15: TRANSPARENCY (Code)

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

37. Do you consider Repsol Technology Lab comply with this principle? (15.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

38. Please feel free to add any suggestion or comment about the principle here (15.b).

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## Principle 16: JUDGING MERIT (Code)

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to try any contributions to patents, development or inventions.

39. Do you consider Repsol Technology Lab comply with this principle? (16.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

40. Please feel free to add any suggestion or comment about the principle here (16.b).

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## Principle 17

### VARIATIONS IN THE CHRONOLOGICAL ORDER OF THE CVs (Code)

Career breaks or variations in the chronological order of the CVs should not be penalized, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

41. Do you consider Repsol Technology Lab comply with this principle? (17.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

42. Please feel free to add any suggestion or comment about the principle here (17.b).

## Principle 18: RECORDING OF MOBILITY EXPERIENCE

### (Code)

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

43. Do you consider Repsol Technology Lab comply with this principle? (18.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

44. Please feel free to add any suggestion or comment about the principle here (18.b).

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**(Code)**

45. Do you consider Repsol Technology Lab comply with this principle? (19.a) \*

Not at all

Completely

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

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Completely

## Principle 21: POSTDOCTORAL APPOINTMENTS (Code)

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

49. Do you consider Repsol Technology Lab comply with this principle? (21.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

50. Please feel free to add any suggestion or comment about the principle here (21.b).

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## Principle 22: RECOGNITION OF THE PROFESSION

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

51. Do you consider Repsol Technology Lab comply with this principle? (22.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

52. Please feel free to add any suggestion or comment about the principle here (22.b).

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Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Do you consider Repsol Technology Lab comply with this principle? (23.a) \*

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Completely

Do you consider Repsol Technology Lab comply with this principle? (23.b) \*

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Completely

## Principle 24: WORKING CONDITIONS

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

56. Do you consider Repsol Technology Lab comply with this principle? (24.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

57. Please feel free to add any suggestion or comment about the principle here (24.b).

### Principle 25:

## STABILITY AND PERMANENCE OF EMPLOYEMENT

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

58. Do you consider Repsol Technology Lab comply with this principle? (25.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

59. Please feel free to add any suggestion or comment about the principle here (25.b).

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

0	1	2	3	4	5	6	7	8	9	10
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Completely

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

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Completely

## Principle 28: CAREER DEVELOPMENT

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

64. REPSOL offers every researcher, a personalized career development strategy.  
Do you consider Repsol Technology Lab comply with this principle? (28.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all Completely

65. Please feel free to add any suggestion or comment about the principle here (28.b).

## Principle 29: VALUE OF MOBILITY

Employers and/or funders must recognize the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

66. Do you consider Repsol Technology Lab comply with this principle? (29.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

67. Please feel free to add any suggestion or comment about the principle here (29.b).

## Principle 30: ACCESS TO CAREER ADVICE

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

68. Do you consider Repsol Technology Lab comply with this principle? (30.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

69. Please feel free to add any suggestion or comment about the principle here (30.b).

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## Principle 31: INTELLECTUAL PROPERTY RIGHTS

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D (Research & Development) results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

70. Do you consider Repsol Technology Lab comply with this principle? (31.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

71. Please feel free to add any suggestion or comment about the principle here (31.b).

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## Principle 32: CO-AUTHORSHIP

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

72. Do you consider Repsol Technology Lab comply with this principle? (32.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

73. Please feel free to add any suggestion or comment about the principle here (32.b).

## Principle 33: TEACHING

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

74. Teaching responsibilities are well balanced with research activities.

Do you consider Repsol Technology Lab comply with this principle? (33.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

75. Teaching activities are taken into account in the evaluation systems.

Do you consider Repsol Technology Lab comply with this principle? (33.b) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

76. Please feel free to add any suggestion or comment about the principle here (33.c).

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

0	1	2	3	4	5	6	7	8	9	10
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Completely

### Principle 35:

## PARTICIPATION IN DECISION MAKING BODIES

employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

79. Do you consider Repsol Technology Lab comply with this principle? (35.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

80. Please feel free to add any suggestion or comment about the principle here (35.b).

## Principle 36: RELATION WITH SUPERVISORS

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

81. Do you consider Repsol Technology Lab comply with this principle? (36.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

82. Please feel free to add any suggestion or comment about the principle here (36.b).

## Principle 37: SUPERVISION AND MANAGERIAL DUTIES

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

83. Do you consider Repsol Technology Lab comply with this principle? (37.a) \*

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Not at all

Completely

84. Please feel free to add any suggestion or comment about the principle here (37.b).

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# Principle 38

## CONTINUING PROFESSIONAL DEVELOPMENT

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

85. Do you consider Repsol Technology Lab comply with this principle? (38.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

86. Please feel free to add any suggestion or comment about the principle here (38.b).

# Principle 39

## ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.

87. Do you consider Repsol Technology Lab comply with this principle? (39.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all Completely

88. Please feel free to add any suggestion or comment about the principle here (39.b).

## Principle 40: SUPERVISION

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

89. Do you consider Repsol Technology Lab comply with this principle? (40.a) \*

0	1	2	3	4	5	6	7	8	9	10
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Not at all

Completely

90. Please feel free to add any suggestion or comment about the principle here (40.b).

91. Thanks for your cooperation. All the information included in this questionnaire will be treated anonymously and will be taken into consideration for further action plans. Please, if you think that there is any other topic that we should take into account or you would like to comment on anything please do it below:

92. We are interested in carrying out this survey in order to detect gaps in relation to the "Human Resources Strategy for Researchers" and the European charter and code for researchers. Any information you may provide when completing the survey will be confidential - including your own identity - and its content will only be shared as aggregate statistics with the survey owner. \*

☐ Acepto

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