



## Task Group **Human Resources**

### **Background**

- Today for most research institutions the periodic update of their research-focus and adjustment of their business model is a constant challenge.
- The management of the respective change processes is a major leadership task. Professional research management on all levels will be the most important asset.

### **Objectives**

The SARMA Task Group Human Resources (TG-HR) helps to prepare research managers for the future of Swiss public and private research with the necessary skills .

### **Tasks**

- Identification of researchers with high potential for becoming leaders and managers of research organisations
- Define job profiles for research management positions
- Institutional research management development programs

### **Services**

- Assessment service:
  - possibility for young researchers to assess their skills and talents to become a research manager.
  - professional 1 day assessment
- Job profile service
  - standard job profiles in research (e.g. project manager, research team manager, VP/Director Research, Funding manager, etc.)
  - job profiles for dedicated research management jobs
- Institutional research management development programs
- Event platform for HR Managers to exchange experiences
- Tools (checklists, success stories, best practices, etc.)

### **Members**

HR Experts from Industry and Research Organizations:

P. Cereghetti, ETHZ  
N. Iberg, Roche  
P. Leoff, IBM  
S. Lettow, CERN  
A. Schmid, Empa

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