HR in a distributed facility

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My Background

- MPI for Psycholinguistics - what happens in Brain
  - about 200 persons - mostly researchers
  - built one of the strongest technology groups in the MPS
  - started with 3 (1976) and now about 30
  - 4 pillars: technical service, methodology (signal processing) repository setup and data management, language technology
  - since about 15 years in national, EC and international projects
  - responsible for technology/methodology in
    - CLARIN - ESFRI Project in Linguistics Domain (ERIC done)
    - DASISH - Cluster Project covering all SSH RIs
    - EUDAT - big EU data infrastructure
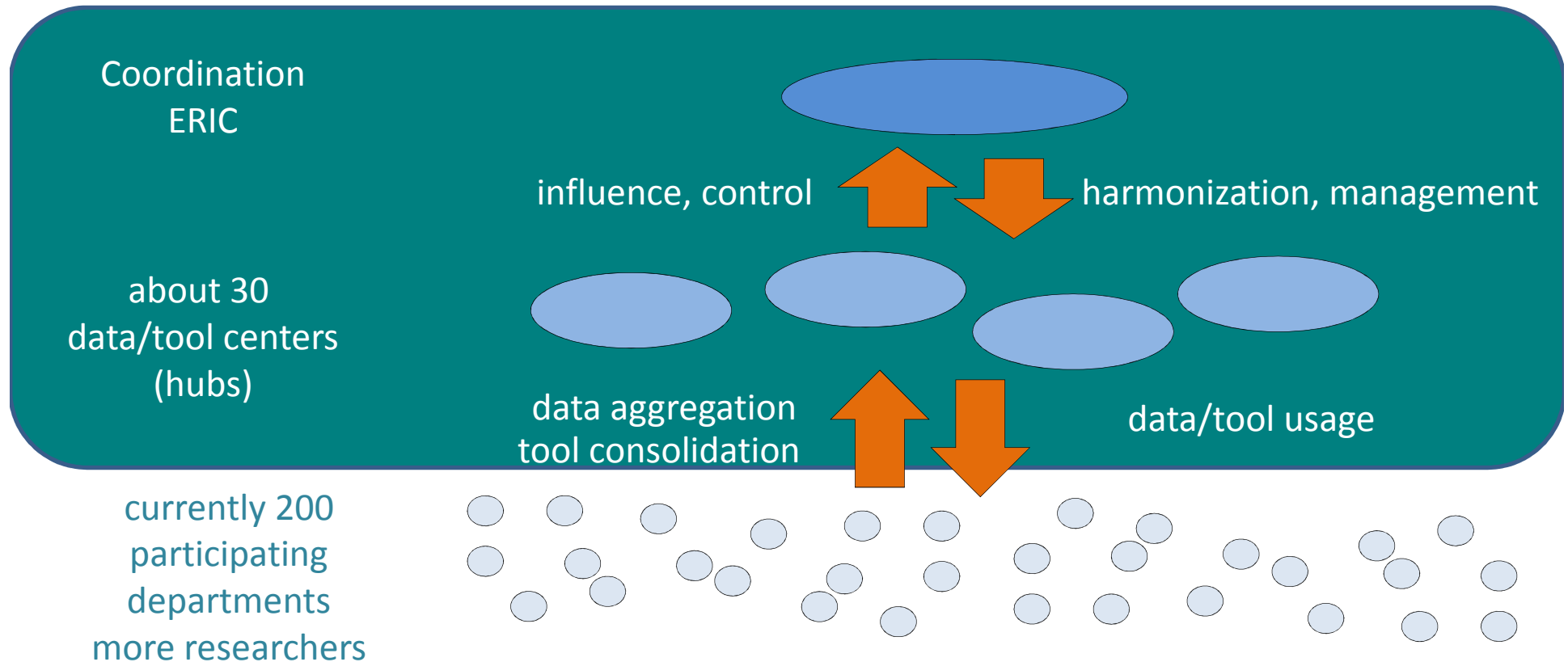   - all are very much distributed infrastructures

My HR Issues

- how to maintain persistence of knowledge (domain, technology)?
    - when funding is based on short-term projects
    - when having a horrible rule: after 3 years contracts end

- how to motivate people knowing that all can end after x years
    - get involvement for x and not x-1 years
    - qualification, conferences, exchange
    - side programs

- which ratio is appropriate (fixed vs temporary staff)
    - from 3 to 27 (10%) to now 7 to 23 (30%)

- how to design the group to be efficient?
    - senior/junior - type of knowledge
    - how to have "durchschlagskraft" - have real output

CLARIN ERIC HR Issues

RAMIRI

Coordination
ERIC

influence, control → harmonization, management

about 30
data/tool centers
(hubs)

data aggregation
tool consolidation

data/tool usage

currently 200
participating
departments
more researchers

CLARIN ERIC HR Issues

- how to design the CLARIN ERIC
  - problem: strong national contributions - 0 EC contribution
  - only little percentage of funds can go to ERIC
  - how to balance power - how to keep coherence
  - country chapters tend to go their own way
  - bind them by agreements and "respect"
- how to get good people
  - how to go ahead with 5 years contracts (career building)
  - what type of knowledge do you need
  - what kind of attitude do you need (egoistic - altruistic)
  - what kind of skills do you need (scientific, management, technology, etc.)
  - the leading crowd is old: how to get young people involved