**Human Resources Management at HEIs and the Ministry of Higher Education - The EU experience**

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| **Day 1** | **Wednesday 6th February 2019 for MOHE and public HEIs** |
| **Day 2** | **Thursday 7th February 2019 for private HEIs** |
| **9:00 - 9:30** | **Registration** |
| **9:30 - 10:00** | **Opening Session:**   * NEO speech * Ministry representative’s speech * Introducing the expert: Silvia Nolla, Deputy Director of Organization and Human Resources at the University of Barcelona, 2014-2017 * Expert’s summary of TAM outline and desired learning outcomes (setting the scope of the event: objectives and challenges in general) * **Group photo** |
| **10:00 - 11:30** | **Session 1: Recruitment in HEIs**   * The process map of the institution. What the institution does. * The consistency of the table (Link what and who). * A job profile: mission, functions and competences * Description of the competences * Questions and Answers |
| **11:30 – 12:00** | **Coffee / tea break** |
| **12:00 – 13:30** | **Session 2: Recruitment in HEIs: Working groups**   * Work in groups to select 3 competences for one specific job profile * Description for how to do an interview by competences * Work in groups to select the questions to ask in the interview. * Conclusions |
| **13:30 – 14:30** | **Session 3: Case Studies,** this session will give an overview of strategic planning for HR departments: strategic plan dimensions, requirements, HRM tools & strategic HRM review.   * **EU Expert introduce a case study on Organization of Human Sources at the University of Barcelona (the EU experience)** * **Case Study from Jordan, Erasmus+ CBHE project “Modernizing human Resource management In South Mediterranean higher Education (Rise)” by Grant holder, Prof. Walid Salameh, Princess Sumaya University For Technology**   Dissemination of project results and impact:   * Professional development of human capacities in HRM * HRMS modernization * HRM Good Practices Guide |
| **14:30 – 15:00** | **Discussion and closing** |
| **16:00 – 16:00** | **Lunch** |

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