

# International Cooperation Strategy of National Institute of Mental Health for the years 2021-2024

**Approved:** International Cooperation Strategy of NIMH for the period 2021-24 was approved by the director of NIMH on 30.11.2020

## 1 BASIC INFORMATION

### 1.1 Characteristics of the organisation

NIMH is a state-subsidised organisation in the direct supervision of the Ministry of Health and a provider of health services within the meaning of section 2(1) of Act No. 372/2011 Sb. on health services and conditions of their provision, as amended.

The main mission of the organisation is to provide scientific and research activities focused on mental illness and mental health.

NIMH is a globally open institution that proactively establishes relations with foreign research organisations and universities and promotes the mobility of researchers, academics and administrative staff. NIMH participates in international discourse especially in the field of science and education and contributes to the exchange of study and scientific experience between prestigious European and world workplaces, and participates in international research projects in the fields of psychiatry, social psychiatry, psychopharmacology and neuroscience.

## 2 BASIC STRATEGIC ACTIVITIES

The International Cooperation Strategy provides a basic framework for the implementation of international cooperation priorities for the period 2021-2024. The strategy covers all forms of international cooperation (bilateral and multilateral relations) and supports all forms of mobility used to improve the work development of researchers. It is aimed at supporting and developing three basic activities without which it would not be possible to implement it.

### 2.1 Worker mobility – internationalisation

The aim of the activity is to deepen the process of internationalisation of NIMH, strengthen international cooperation and develop human resources in research. International cooperation enables the involvement of significant foreign capacities in building excellent research teams and development cooperation teams at NIMH.

The main objectives for this area include in particular:

- Promote the international mobility of NIMH researchers. Support of short and long-term internships in foreign institutions. Actively search for mobility opportunities for students, junior and senior researchers while motivating employees to study and work stays in foreign institutions.
- Support the increase in the number of foreign researchers in the organisation and their involvement in projects.
- Retain the prestigious HR Award awarded by the European Commission, which represents, among other things, greater attractiveness in reaching out to scientists from abroad or for obtaining grants.
- Follow the principles enshrined in the "European Charter for Researchers and the Code of Conduct for the recruitment of new employees", in which the NIMH enrolled on 27 November 2017.
- Support the mentoring program and work with young researchers, postgraduate students, junior and senior researchers.
- Increase the overall mobility rate of workers to at least 10 % (currently 4 %).
- Achieving a higher share of foreign projects to 10-15 projects per year (currently 8 projects).

### 2.2 Foreign cooperation development

The aim is to support the emergence of new cooperation and deepen existing contacts with foreign institutions. Selection of strategically important foreign partners and systematic development of cooperation with them, both in the fields of education, science and research, as well as in the field of development.

Involvement in international projects increases, inter alia, prestige and success in projects financed from transnational sources and increases publication ratings.

The main objectives for this area include in particular:

- Promote NIMH's engagement in national and international research infrastructures.
- Promote NIMH's commitment to bilateral and multilateral cooperation in R&D.
- Support the implementation of bilateral fundamental research projects in cooperation with partnership foreign agencies within grant project groups.
- Use effectively the instruments and co-financing opportunities of the Internal Grant Competition and grant funds.
- Continuously monitor prospective challenges, grants and projects and prepare applications taking into account personnel situation and capacity utilisation.
- Set up a transparent concept and clear rules on the use of institutional and subsidy funds for individual activities supporting the development of cooperation.
- Support research targeted at the current needs of society and with a view to their commercialisation.
- Support the presentation and promotion of results.

### **2.3 Development of international environment at NIMH**

The main objective of this activity is to create a bilingual environment in the institution and to improve the integration of foreign researchers and students. Providing increased care to foreign workers to help overcome language and cultural barriers.

In the area of development of the international environment at NIMH, it is necessary to focus on the following objectives:

- Support for language training of NIMH employees, both researchers and administrative staff.
- Support the Office of International Cooperation and Welcome Office within the human resources department.
- Set up transparent processes for individual activities of the Office of International Cooperation
- Set up a bilingual environment in the organisation. By 2022, provide English versions of internal documents (organisational guidelines, methodological guidelines, manuals, recruitment process, adaptation process, employee evaluation system and others).

## **3 EVALUATION AND MONITORING**

The evaluation of the implementation of the strategy will be performed once a year and the report will be submitted for discussion to the NIMH management.

In Klecany, date:

Approved:



.....  
prof. MUDr. Cyril Höschl, DrSc. FRCPsych.  
director of NIMH