

1.4 HR Vision & Operating Principles

HR Vision

Teagasc is an employer of choice who seeks to attract and retain highly qualified, talented and purpose driven-people to achieve their greatest potential and to deliver exceptional value for Teagasc's stakeholders. Staff are afforded interesting and challenging assignments together with considerable developmental opportunities to grow their capabilities and enhance their career ambitions in line with organisational priorities. The excellence of our people is recognised as the most important factor in delivering outcomes that are highly valued by the organisation, clients and stakeholders and it is a central theme reflected in our Teagasc People Strategy (2018-2022).

Operating Principles

1. **Best People:** We recruit people with passion and capability to deliver great outcomes for staff, clients and stakeholders.
2. **Build Capability:** We encourage and assist staff to be the best they can be.
3. **Teams:** We empower people and build high-performing teams.
4. **Sustainable Workloads:** Sustainable workloads require prioritisation.
5. **Innovation:** Staff have the good ideas and make innovative things happen.
6. **Dignity & Respect:** Respect for colleagues is non-negotiable.
7. **Diversity:** Diversity, equality and inclusiveness enhance our core purpose.
8. **Health & Wellbeing:** Positivity and wellbeing will enable staff to flourish and to have purpose.
9. **Responsible Action:** Doing things in the right way is essential.
10. **Quality Customer Service:** We listen to our customers and continually improve our services.

Our People Strategy Vision is to: 'attract, empower and grow purpose-driven staff with passion and capability to pursue excellence, to embrace technology, innovation and change, and to work collaboratively in teams to develop new knowledge and advance science-based innovation in the agri-food sector and the wider bioeconomy'.

Version	Revision Date	Summary of Changes	Policy Owner
1.0		n/a	HR