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European Human Resources Strategy (HRS4R)

**ACTION PLAN
2023-2026**





ACTION PLAN HRS4R (2023-2026)

	<i>Proposed Actions</i>	<i>GAPs</i>	<i>Calendar (at least per quarter/semester of the year)</i>	<i>Responsible Unit</i>
1	Develop the appropriate functional map for the HRS4R and of the RVCTI	3. <i>Professional responsibility</i> 11. <i>Evaluation/Rating Systems</i>	Q4 2025	Resources Director
2	Implementation of conversations for development	3. <i>Professional responsibility</i> 11. <i>Evaluation/Rating Systems</i>	Q4 2025	Resources Director
3	Specific training on strategy	3. <i>Professional responsibility</i>	Q2 2024	Resources Director
4	Development of an environmental management system	6. <i>Accountability</i>	Q3 2026	Managing Director (with the support of Services General)
5	Promote transformative projects based on knowledge to be important actors in knowledge-based information in the agri-food sector of the Basque Country	6. <i>Accountability</i>	Q4 2026	Transfer and Market Manager
6	Define a repository for knowledge management	6. <i>Accountability</i>	Q4 2024	Scientific direction
7	Implementation and certification of the management system based on the ISO 45001 Occupational Health and Safety standard	7. <i>Good practices in research</i>	Q4 2026	Managing Director
8	Implement the internal information system	7. <i>Good practices in research</i> 34. <i>claims and appeals</i>	Q2 2024	Resources Director
9	Implement data processing sheets	7. <i>Good practices in research</i>	Q4 2023	Resources Director
10	Review of the asset identification and generation procedure	8. <i>Dissemination and exploitation of results</i>	Q1 2024	Technology manager
11	Review of the requalification guide	11. <i>Evaluation/rating systems</i>	Q4 2025	Resources Director



	<i>Proposed Actions</i>	<i>GAPs</i>	<i>Calendar (at least per quarter/semester of the year)</i>	<i>Responsible Unit</i>
12	Review of the training process	28. Professional career development 38. Continuing professional development 39. Access to research training and continuous development	Q2 2024	Resources Director
13	Develop a specific OTR policy	13. Hiring 14. selection	Q4 2024	Resources Director
14	Unification of scales	13. Hiring 14. selection	Q2 2025	Resources Director
15	Develop a specific talent retention and transfer policy	14. Selection (Code) 15. Transparency (Code) 16. Merit of the judges (Code)	Q4 2024	Resources Director
16	Define regulations for long-term stays	24. Working conditions 29. Assessment of mobility 38. Continuing professional development 39. Access to research training and continuous development	Q4 2024	Resources Director
17	Consider the possibility of implementing sabbaticals	24. Working conditions 29. Assessment of mobility	Q2 2026	Resources Director
18	Obtaining status as an equality partner company and corresponding access to the Emakunde Bai-SAREA Network, which promotes the principles for the empowerment of women according to UN WOMEN.	27. Gender balance	Q2 2025	Resources Director
19	Prepare a student monitoring and follow-up guide	28. Professional career development 30. Access to professional advice 36. Relationship with supervisors 37. Supervision and management functions 40. Supervision	Q4 2024	Scientific direction
20	Inclusion in the training plan, specific training for tutors	28. Professional career development 36. Relationship with supervisors 37. Supervision and management functions 40. Supervision	Q1 2024	Resources Director
21	Identify job opportunities that arise in a specific INTRANET space	29. Value of mobility 30. Access to professional advice	Q4 2023	Marketing and Communication Manager
22	Define specific training actions for researchers within the Training Plan	38. Continuing professional development 39. Access to research training and continuous development	Q4 2023	Resources Director



Schedule

	Proposed Actions	Q4 2023	Q1 2024	Q2 2024	Q4 2024	Q1 2025	Q2 2025	Q4 2025	Q2 2026	Q3 2026	Q4 2026
1	Develop the appropriate functional map for the HRS4R and of the RVCTI							X			
2	Implementation of conversations for development							X			
3	Specific training on strategy			X							
4	Development of an environmental management system									X	
5	Promote transformative projects based on knowledge to be important actors in knowledge-based information in the agri-food sector of the Basque Country										X
6	Define a repository for knowledge management				X						
7	Implementation and certification of the management system based on the ISO 45001 Occupational Health and Safety standard										X
8	Implement the internal information system			X							
9	Implement data processing sheets	X									
10	Review of the asset identification and generation procedure		X								
11	Review of the requalification guide							X			
12	Review of the training process			X							
13	Develop a specific OTR policy				X						
14	Unification of scales						X				
15	Develop a specific talent retention and transfer policy				X						
16	Define regulations for long-term stays				X						
17	Consider the possibility of implementing sabbaticals								X		
18	Obtaining status as an equality partner company and corresponding access to the Emakunde Bai-SAREA Network, which promotes the principles for the empowerment of women according to UN WOMEN.						X				
19	Prepare a student monitoring and follow-up guide				X						
20	Inclusion in the training plan, specific training for tutors		X								
21	Identify job opportunities that arise in a specific INTRANET space	X									
22	Define specific training actions for researchers within the Training Plan	X									

