

AGAUR - HR Strategy for Researchers Action Plan 2014-2016

PILLAR 1: Career development: Recognition

Action plan	Measures	Actions	Responsible	Time frame ¹
Acknowledgement	Internal policy	<ul style="list-style-type: none"> - Follow-up meetings - Monitor & communicate progress to Board of directors 	Steering Group	T2 2014 to T1 2016
	Awareness	<ul style="list-style-type: none"> - Transmitting AGAUR staff and beneficiaries the importance of the C&C principles 		
	Dissemination	<ul style="list-style-type: none"> - Visibility of HR strategy on AGAUR's website - Dissemination of C&C principles 		
	Advice	<ul style="list-style-type: none"> - Encouraging Euraxess local points to deliver HR strategy 		
Reinforce grant recognition	Dissemination, awareness public recognition	<ul style="list-style-type: none"> - Conferences - Website - Info days - Leaflet 	Grants management	T2/T3 2014 T2/T3 2015
	Acknowledgement professional recognition	<ul style="list-style-type: none"> - Recognition of BP fellows in hosting institutions - COFUND 		
Helpdesk services	Advising	<ul style="list-style-type: none"> - Providing potential fellows orientation on grants rights and obligations 	Grants management	T2/T3 2014 T2/T3 2015
	Monitoring	<ul style="list-style-type: none"> - Detecting issues between fellows and hosting institutions regarding C&C rights 		
	Newsletter	<ul style="list-style-type: none"> - Via e-mail, with information of interest for fellows (Catalan and Spanish RDI system and EU, H2020 and funding opportunities) 		
Euraxess job portal announcements	Promote participation	<ul style="list-style-type: none"> - Publishing host institutions job offers 	Internationalization	T2/T3 2014 T2/T3 2015
	Assessment	<ul style="list-style-type: none"> - Assess fellows on mobility issues 		

¹ Time frame has been scheduled in Trimesters (T), starting from 2nd trimester 2014.

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PILLAR 2: Working conditions: Training and Continuous development

Action plan	Measures	Actions	Responsible	Time frame
Monitoring	Host institution's commitments	- Close contact with supervisors and fellows	Grant management team	T4 2014 to T1 2016
	Grant implementation	- Focus Groups to gather qualitative information		
Mentoring activities	Supervisor commitment to fellows personal development	Requirements in Call-Specific text: - Personal Career Development Plan - Follow-up meetings	Grant management/ Internationalisation team	T4 2014 to T1 2016
Career development advice	Skills courses/ Opportunities Advice	- Provide access to training on specific skills relevant for career development	Grant management/ Internationalization team	T4 2014 to T1 2016

PILLAR 3: Recruitment: Funding & assessment

Action plan	Measures	Actions	Responsible	Time frame
Funding conditions	Commitment of host institution to C&C	- Call-specific text rights and obligations for institutions - Grant acceptance statements	Grant management team	T4 2014 T4 2015
Assessment	Impact on career development	- Career Development Plan as an assessment criterion	Grant management/ Evaluation team	T3/T4 2014 T3/T4 2015
	Minimize time to grant	- Average of 6 months		
	Expert peer-reviewers outside Spain	- Increase participation - Encourage contact with other EU and international funding agencies		
	Women's participation in assessment	- Maintain over 40%		