AGAUR - HR Strategy for Researchers
Action Plan 2015-2016

PILLAR 1: Career development: Recognition

Action plan	Measures	Actions	Responsible	Time frame[1]
Acknowledgement	Internal policy	- Follow-up meetings - Monitor & communicate progress to Board of directors	Steering Group	T1 2015 to T4 2016
	Awareness	- Transmitting AGAUR staff and beneficiaries the importance of the C&C principles		
	Dissemination	- Visibility of HR strategy on AGAUR's website - Dissemination of C&C principles		
	Advice	- Encouraging Euraxess local points to deliver HR strategy		
Reinforce grant recognition	Dissemination, awareness public recognition	- Conferences - Website - Info days - Leaflet	Grants management	T2/T3 2015 T2/T3 2016
	Acknowledgement professional recognition	- Recognition of BP fellows in hosting institutions - COFUND		
Helpdesk services	Advising	- Providing potential fellows orientation on grants rights and obligations	Grants management	T1 2015 T3 2016
	Monitoring	- Detecting issues between fellows and hosting institutions regarding C&C rights		
	Newsletter	- Via e-mail, with information of interest for fellows (Catalan and Spanish RDI system and EU, H2020 and funding opoortunnities)		
Euraxess job portal announcements	Promote participation	- Publishing host institutions job offers	Internationalization	T2/T3 2015 T2/T3 2016
	Assessment	- Assess fellows on mobility issues		

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

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 2015 to T4 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 2015 to T4 2016
Career development advice	Skills courses/ Opportunities Advice	- Provide access to training on specific skills relevant for career development	Grant management/ Internationalization team	T4 2015 to T4 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 2015 T4 2016
Assessment	Impact on career development	- Career Development Plan as an assessment criterion	Grant management/ Evaluation team	T3/T4 2015 T3/T4 2016
	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%		