

Annex 4

Table of the scheduled Action Plan

ACTIONS CSIC HRS4R	2020	2021		2022		
	Second Semester	First Semester	Second Semester	First Semester	Second Semester	
A1. HRS4R Kick-off and follow-up.						First semester 2021 – Second semester 2022
A2. Implementation of a diffusion HRS4R campaign.						First semester 2021 - Second semester 2022
A3. Establishment of a working group to establish and completion a Welcome Manual and subsequent dissemination.						Second semester 2021 - First semester 2022
A4. Translate into English the documents to be determined by "Follow-up Working Group (FWG)".						First semester 2021 – Second semester 2022
A5. Set up a working group to establish and conduct an analysis on C&C training needs.						Second semester 2021 – First semester 2022
A6. OTM-R Study, evaluation and development of an institutional policy in this area.						Second semester 2021 - Second semester 2022
A7. Creation of the "HRS4R documents" repository in a specific area of the Intranet.						First semester 2021 - Second semester 2022
A8. Design of training courses online/on-site on ethical topics.						Second semester 2021
A9. Greater dissemination of everything related to the Ethics Committee.						Second semester 2021
A10. Completion of the update of the Scientific Good Practises.						Second semester 2020 - First semester 2021
A11. General transfer guide.						First semester 2021 - Second semester 2022
A12. Support to the Open Science strategy, via the institutional repository DIGITAL.CSIC and Open Access publishing support programme.						First semester 2021 - Second semester 2022
A13. Create the CSIC's Prize for Scientific Dissemination.						Second semester 2021
A14. Implementation of a monitoring system.						First semester 2022
A15. "Promotable". Scientific-technical monitoring "where you are in the scientific cloud", action to know your scientific situation in order to promote.						First semester 2021 - Second semester 2021
A16. Promotion and improvement of the management of scientific projects. Undertake a set of structured actions to promote and improve project management.						First semester 2021 - Second semester 2021
A17. Promoting the integration of the gender dimension in research projects.						First semester 2021 - Second semester 2021
A18. Mention and recognition of the LGBTBI collective.						First semester 2022
A19. Publication on EURAXESS Jobs Portal.						First semester 2021 - Second semester 2022
A20. Development of a Database of Expressions of Interest. (BDEI).						First semester 2021 – Second semester 2022
A21. Guide for candidates to civil servant research staff in the CSIC.						First semester 2022
A22. Modernise the Recruitment Portal interface for applicants.						First semester 2021
A23. Drafting of C&C and HRS4R recommendations for tribunals.						Second semester 2021
A24. Training for tribunal members.						Second semester 2021

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A25. Propose and create a Working Group on Analysis and prospective in the Research Assessment in the CSIC.						Second semester 2021
A26. Design and provision of an Attention Service for Research Staff. Design and implementation of a service for the reception welcome and assistance to researchers.						Second semester 2021 – First semester 2022
A27. Creation of a prize related to the novelty in research results and the impact and/or relevance in research.						Second semester 2022
A28. Creation of “The CSIC most relevant PhD Thesis Award”.						First semester 2021
A29. Promote greater recognition of R1, R2, and R3 in the annual (Jun-Jul) research staff awards.						First semester 2021 (annual)
A30. Investment in basic infrastructures and centres.						Second semester 2020 - First semester 2021
A31. Conduct a survey on working conditions,						Second semester 2022
A32. Implementation of a teleworking pilot programme.						Second semester 2022
A33. Study the feasibility of a R1 and R2 call (FSE application + 2021-2027).						Second semester 2022
A34. Submit launch proposal to the MSCA- COFUND programme.						Second semester 2020 – Second semester 2021
A35. Study of a new option: indefinite contracts associated with a line of research.						Second semester 2022
A36. Distinguished researchers' figure.						Second semester 2020 - Second semester 2021
A37. Call for proposals to the extension of MSCA-IF contracts.						Second semester 2020 - First semester 2021
A38. Update and publication of the salary tables.						Second semester 2021
A39. To widen the scope of participants who can participate in own calls for mobility/internationalisation (I-link, I-coop).						Second semester 2020 - First semester 2021
A40. Creation of a guide or web section on the external mobility of research staff.						Second semester 2021 - First semester 2022
A41. Dissemination/training info days on the possibilities of European and international programmes.						Second semester 2021
A42. Design and study the implementation of a common tool for the management of stay permits and mobility monitoring.						First semester 2022
A43. New teaching management application.						First semester 2022
A44. Search for new formulas for the recognition of teaching.						First semester 2021
A45. Creation of the "Mediator" figure.						Second semester 2021
A46. Support and collaboration with the R1, R2 and R3 research association.						First semester 2021
A47. At the ICU level, promote the presence of all research staff in the scientific boards.						First semester 2021
A48. Maintain the meeting of researchers related to the new strategic plans.						Second semester 2022

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A49. Information.						First semester 2021 - Second semester 2022
A50. Training.						First semester 2021 - Second semester 2022
A51. Team management and leadership skills.						First semester 2022
A52. Tracking of careers.						First semester 2022
A53. Specific programme of R1-R2-company interaction. "Job fair" for CSIC's Rs						Second semester 2021
A54. Launch of a Mentoring programme.						First semester 2021 (annual)
A55. Launch of a "Buddy" programme.						Second semester 2021
A56. Creation of "CSIC Alumni" (former CSIC "students").						First semester 2021
A57. Creation of a "Margarita Salas Medal" award for best supervision.						Second semester 2021
A58. Training of PhD supervisors.						Second semester 2021