MINISTERIO
DE CIENCIA, INNOVACIÓN
Y UNIVERSIDADES

HR EXCELLENCE IN RESEARCH

CSIC
CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

HRS4R CSIC IMPROVED ACTION PLAN
ANNEX: SCHEDULE

PROPOSED ACTIONS	REALIZATION PERIOD					
	2026	2027		2028		2029
	S1	S1	S2	S1	S2	S1
General Aspects						
A1. HRS4R Kick-off and follow-up	COMPLETED					
A2. Implementation of a diffusion HRS4R campaign	COMPLETED					
A3. Establishment of a working group to establish and completion a Welcome Manual and subsequent dissemination	COMPLETED					
A4. Translate into English the documents to be determined by the "Follow-up Working Group (FWG)"	COMPLETED					

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A5. Set up a working group to establish and conduct an analysis on Charter & Code training needs.	COMPLETED					
A6. OTM-R Study, evaluation and development of an institutional policy	COMPLETED					
A7. Creation of the "HRS4R documents" repository in a specific area of the Intranet	COMPLETED					
Ethical and Professional Aspects						
Ethical topics						
A8. Design of training courses online/on-site on ethical topics	COMPLETED					
A9. Greater dissemination of everything related to the Ethics Committee (to be included in the Welcome Manual)	COMPLETED					
A10. Completion of the update of the Scientific Good Practices. Update of the Code of Good Practice, in alignment with the Charter & Code and OTM-R	COMPLETED					

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A11. General Transfer Guide	COMPLETED					
A12. Support to the Open Science strategy	COMPLETED					
A13. Create the CSIC's Prize for Scientific Dissemination. Recognize the continuous effort of the CSIC's staff for the dissemination of scientific results.	COMPLETED					
A14. Implementation of a monitoring system. Deploy a management tool to individualize the programming and monitoring of contracts / research projects	COMPLETED					
A15. "Promotable": Scientific-technical monitoring "where you are in the scientific cloud", action to know your scientific situation in order to promote						
A16. Promotion and improvement of the management of scientific projects. Undertake a set of structured actions to promote and improve project management	COMPLETED					
Non discrimination						

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A17. Promoting the integration of the gender dimension in research projects. Raise awareness within the CSIC community of the importance of including a gender perspective in all regular activities, or gender within research projects	COMPLETED					
A18. Mention and recognition of the LGTBI collective. Study and analysis of the situation of the LGTBI collective						
Recruitment and Selection						
Increase visibility and transparency						
A19. Publication on EURAXESS Jobs Portal. To give greater international visibility to the offer and the institution, as well as greater transparency in contracting	COMPLETED					
A20. Development of a Database of Expressions of Interest (BDEI). Design and implementation of a corporate tool to increase the number and transparency of CSIC's job offers.	COMPLETED					

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A21. Guide for candidates to civil servant research staff in the CSIC. Guide to present the practical terms and conditions of the application, the competition process itself and the recruitment procedure	COMPLETED					
A22. Modernise the Recruitment Portal interface for applicants: Improve the accessibility to employment in the CSIC	DISCONTINUED					
Tribunals						
A23. Drafting of C&C and HRS4R recommendations for selection committees. Awareness, training and dissemination of the HRS4R/ OTM-R principles and procedures to the selection committee and staff responsible of the recruiting process	COMPLETED					
A24. Training for tribunal members. Design and implement a pilot programme “Training programme for members of selection committees”	COMPLETED					

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A25. Creation of a "Research Assessment Working Group" in CSIC to study and analysis of the Research Assessment	COMPLETED					
Working conditions and social security						
A26. Design and provision of an Attention Service for Research Staff and design and implementation of a service for the assistance to international incoming researchers. Welcome service activities for R1 researchers (both national and international	COMPLETED					
Recognizing the profession						
A27. Creation of a prize related to the novelty in research results and the impact and/or relevance in research. Recognition, through an award, of the research work of research staff	DISCONTINUED					
A28. Creation of "The CSIC most relevant PhD Thesis Award". Encourage professional and	COMPLETED					

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academicals recognition of R1 researchers						
A29. Promote greater recognition of R1, R2, and R3 in the annual research staff awards	DISCONTINUED					
Improve work conditions						
A30. Investment in basic infrastructures and centres	COMPLETED					
A31. Conduct a survey on working conditions, including aspects related to: professional development; Mental health and wellness; Workplace and sexual harassment.	COMPLETED					
A32. Implementation of a teleworking pilot programme. Study and design of a teleworking programme	COMPLETED					
Funding and salaries						
A33. Study the feasibility of a R1 and R2 call (FSE application + 2021-2027). Define the procedures to generate a to promote the employability and training of	COMPLETED					

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people in order to achieve the EU objectives (If the Ministry of Labour finally gets the funds)						
A34. Submit launch proposal to the MSCA- COFUND programme	COMPLETED					
A35. Study of a new option: indefinite contracts associated with a line of research. Development by the CSIC of the first final provision of Royal Decree Law 3/2019, of 8 February, on urgent measures in the field of Science, Technology, Innovation and University	COMPLETED					
Improve stability and permanence of employment						
A36. Distinguished researchers' figure. Study of the situation of the figure in the CSIC.	COMPLETED					
A37. Call for proposals to the extension of MSCA-IF contracts. Design and launch of a call for proposal to fund and provide	COMPLETED					

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stability to MSCA-IF researchers granted and developing the stay in the CSIC						
A38. Update and publication of the salary tables. In line with the OTM-R policy, to be defined and implemented in the CSIC, to give greater transparency to the salary tables.	COMPLETED					
Increase support for mobility						
A39. To widen the scope of participants who can participate in own calls for mobility/internationalisation (I-link, I-coop). New more open approach (both as a profile of the applicants and as part of the CSIC team), and reinforcement in own internationalization calls (I-link and I-coop).	COMPLETED					
A40. Creation of a guide or web section on the external mobility of research staff. A step-by-step manual for outgoing mobility will be made available to outgoing employees.	COMPLETED					

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A41. Dissemination/training info days on the possibilities of European and international programmes.	COMPLETED					
A42. Design and study the implementation of a common tool for the management of stay permits and mobility monitoring. Knowledge, analysis and management of mobility	DISCONTINUED					
Increase recognition and facilitate of teaching						
A43. New teaching management application. Identification, management and analysis of the teaching given by the Rs	DISCONTINUED					
A44. Search for new formulas for the recognition of teaching: Search and analysis of possibilities for the recognition of teaching.	COMPLETED					
A45. Creation of the "Mediator" figure. Mediator, who deals with the complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and researchers.	COMPLETED					
Enhance participation in decision-making bodies						

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A46. Support and collaboration with the R1, R2 and R3 research association: CSIC will promote networking, sharing expertise, and the identification of common issues.	COMPLETED					
A47. At the ICU level, promote the presence of all research staff in the scientific boards: Raising awareness of participation	COMPLETED					
A48. Maintain the meeting of researchers related to the new strategic plans.	COMPLETED					
Training and Development						
Design, advice and institutional support for professional development						
A49. Information: Implementation of a guide or a section of the CSIC's website dedicated to provide information to researchers on the mechanisms for career development and career path support offered by the CSIC	COMPLETED					
A50. Training. Design training activities for professional development	COMPLETED					

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A51. Team management and leadership skills. Specialized training sessions on team management and group leadership for researchers	COMPLETED					
A52. Tracking of careers. Establish the career destinations of former researchers. Measure the impact of CSIC-provided training/careers support on the careers of those who left CSIC	DISCONTINUED					
A53. Specific programme of R1-R2-company interaction. "Job fair" for CSIC's Rs	COMPLETED					
Providing advice and counsel						
A54. Launch of a Mentoring programme. Design a pilot programme of mentors for researchers	COMPLETED					
A55. Launch of a "Buddy" programme. Promote national and international relations and encourage the contact between the R1, R2 and R3 of the CSIC and the new ones who are recently incorporated at our institution	COMPLETED					

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A56. Creation of "CSIC Alumni" (former CSIC "students").	COMPLETED					
Supervision and promote of its recognition						
A57. Creation of a "Margarita Salas Medal" award for best supervision.	COMPLETED					
A58. Training of PhD supervisors. Design a pilot "Training program for PhD thesis directors"	COMPLETED					
Ethical and Professional Aspects						
A59. HUB CONVERGE: CSIC's open innovation Hub	COMPLETED					
A60. Valorization of the technology developed	COMPLETED					
A61. Improvement of communication in the technology transfer field	COMPLETED					
A62. CICERON Programme: a window to CSIC for society	COMPLETED					
Training and development						

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A63. Launch and management of "RedInter": an internal call for talent attraction, improvement of employment rates, diversification of the research career path, and professionalisation of research managers	COMPLETED					
Ethics, Integrity, Gender and Open Science						
A64. Institutional strengthening of research integrity						
A65. Cross-cutting integration of open science						
A66. Gender equality and intersectional inclusion						
Researchers Assessment, Recruitment and Progression						
A67. Analysis of researcher assessment processes to identify potential improvements						
A68. Consolidation of OTM-R recruitment practices						
A69. Study of researchers' career paths						

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Working Conditions and Practices						
A70. Well-being and work-life balance						
A71. Strengthen administrative and technical support for research						
Research Careers and Talent Development						
A72. Promoting the diversification of research careers towards knowledge valorisation						
A73. Promoting international research career						
A74. Capacity building and mentoring						