Human Resources Strategy for Researchers (HRS4R)

.

ACTION PLAN 2020-2023

Vicerrectorado de Investigación y Transferencia

Universidad de Granada

Ethical and Professional Aspects

Nº	Action	C&C principle	Timing (year/quarter or semester)	Responsible Unit/Person	Current Status	Indicator(s)
1	Specific training on Ethical Principles and Code of Good Practices in Research will be taught in our Internal Training Plan	2. Ethical principles	Q2 2020-Q4 2021	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	IN PROGRESS	Number of seminars / 2
34	To raise awareness about carrying out responsible research, with impact in both academia and society, targeting societal challenges already identified by the society.	7. Good practice in research	Q2 2020-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	NEW	Number of courses / 1

Recruitment and Selection

Nº	Action	C&C principle	Timing (year/quarter or semester)	Responsible Unit/Person	Current Status	Indicator(s)
9	To disseminate our Special Research Programme's calls to recruit PhD Graduates through the EURAXESS Job portal	13. Recruitment (Code)	Q2 2020-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director for Management at the International Research Projects Office (OFPI)	EXTENDED	Number of positions / 10
10	To broadcast our calls through social networks	13. Recruitment (Code)	Q2 2020-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office / Medialab	EXTENDED	Number of positions published in social networks / 10

28	To run workshops for administrative and support staff (PAS) and teaching and research staff (PDI) on open, transparent and merit-based recruitment practices. These training sessions will be aimed especially at researchers and administrative staff involved in recruitment processes	13. Recruitment (Code)	Q1 2022-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	NEW	Number of workshops / 4
29	To provide staff involved in the recruitment of international researchers with specialised training in conducting interviews in English.	13. Recruitment (Code)	Q1 2022-Q1 2023	Vice-Rectorate for Internationalization - International Welcome Centre	NEW	Number of workshops / 4
13	To promote external evaluation in positions considered of greater responsibility, as an objectivity criterion	14. Selection (Code)	Q2 2020-Q4 2021	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	EXTENDED	Number of external evaluations / 5
31	To monitor gender balance in selection committees in the medium to long term, implementing relevant actions where applicable. We will also include mention of the UGR's Action Plan for Gender Equality in all offers of employment.	14. Selection (Code)	Q2 2020-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office / Vice-Rectorate for Equality, Inclusion and Sustainability - Vice-Rector for Equality, Inclusion and Sustainability	NEW	Number of selection committees that fulfill the gender balance requierements / 200

№	Action	C&C principle	Timing (year/quarter or semester)	Responsible Unit/Person	Current Status	Indicator(s)
32	To enhance the overall quality of the information in English regarding recruitment procedures and employment conditions on our main websites.	14. Selection (Code)	Q2 2020-Q1 2023	Vice-Rectorate for Internationalization - International Welcome Centre / Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	NEW	International Visit counter / 500
16	We will look into measures to boost the development of the postdoc researcher's professional career who were hired for research projects.	21. Postdoctoral appointments (Code)	Q2 2020-Q4 2021	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office / University of Granada Director's Office	IN PROGRESS	Number of postdoctoral contracts in the UGR Research and Knowledge Transfer Fund (PPIT) / 20

Working Conditions and Social Security

№	Action	C&C principle	Timing (year/quarter or semester)	Responsible Unit/Person	Current Status	Indicator(s)
21	To work out an informative document which includes different possibilities of professional career development at the UGR. The document will be handed to new researchers who start their career in our institution.	28. Career development	Q3 2021-Q4 2022	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office / Vice-Rectorate for Teaching and Learning - Director for Academic Organization	EXTENDED	Number of researchers informed / 1000

Nº	Action	C&C principle	Timing (year/quarter or semester)	Responsible Unit/Person	Current Status	Indicator(s)
30	To offer candidates clearer instructions on how to apply for positions from abroad, simplifying procedures where possible.	28. Career development	Q3 2021-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office / Vice-Rectorate for Internationalization - International Welcome Centre	NEW	Number of document / 1
22	We will explore positive-discrimination measures, taking into account inter sectorial and geographical mobility along with the collaboration with other researcher's fields	29. Value of mobility	Q2 2020-Q4 2021	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office / Vice-Rectorate for Teaching and Learning -Director for Academic Organization	EXTENDED	Number of calls taking into account mobility / 10

Training and Development						
Nº	**Action**	**C&C principle**	**Timing (year/quarter or semester)**	**Responsible Unit/Person**	**Current Status**	**Indicator(s)**
33	To design a protocol to encourage supervisor and researchers to develop a Personal Career Development Plan (PCDP) periodically renewed	38. Continuing Professional Development / 40. Supervision	Q2 2020-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	NEW	Number of PCDP developed / 100
35	To organize a training day to make the OTM-R policy known in our university to those responsible for recruitment issues	38. Continuing Professional Development	Q1 2022-Q1 2023	Vice-Rectorate for Research and Knowledge Transfer - Director of the Research Projects Office	NEW	Number of course / 1