

Action Plan 2020  
Human Resources Strategy for Researchers (HRS4R)

No	ACTION	AIM	RESPONSIBLE	KEY PERFORMANCE INDICATORS	UPDATE
1	Internal Information	<p>Improve information on internal rules and proceedings.</p> <p>Provide support to all ARAID researchers, incl newcomers.</p>	ARAID Administration	Updated Intranet. Internal rules document. Good Practices Manual. Researcher Profile Descriptors (R1-R4).	Annual review
2	External information	Update the Service Catalogue information of all ARAID Researchers.	ARAID Management & Researchers	Catalogue of ARAID services at the website. Researcher Public Profiles (updated at web).	December each year.
		<p>Update available information on HRS4R at ARAID's website.</p> <p>Increase Visibility of ARAID Researchers' activities to society.</p> <p>Communicate ARAID achievements to society via Divulgation and Outreach activities.</p> <p>Facilitate objective means to Public Authorities to assess ARAID's activities &amp; achievements.</p>	ARAID Administration	<p>Activity on Social media: Twitter, LinkedIn.</p> <p>Updated news and information at ARAID Website.</p>	Monthly at HR Meetings
3	OTM-R - Evaluation and selection process	<p>Improve transparency in selection and evaluation of appraisal processes.</p> <p>Stablish and update ARAID's Open Transparent and Merit based OTM-R Policy.</p>	Administration + Host Institutions	<p>Publication of Calls. Evaluation &amp; Call Report.</p> <p>Updated OTM-R Policy at website.</p> <p>HR Logo at Host Institutions.</p>	Revised after each Call

Action Plan 2020  
Human Resources Strategy for Researchers (HRS4R)

4	Career development ARAID	<p>Improve recognition of merits (within ARAID) and increase possibilities of professional development.</p> <p>Improve mobility and facilitate collaborations</p>	ARAID Management and Board Approval	<p>Policy on Recognition of merits, and rules on ARAID Researchers dedication to R&amp;D Projects.</p> <p>Recognition by local Authority: National Agency for Quality Assessment and Accreditation (ANECA)</p>	Revised Annually
5	Career development Host Institutions	<p>Improve recognition and work conditions of Researchers in their Host Institutions. Prevent divergence between Researcher and Host on the progress of the planned activities.</p> <p>Support Training received at Host Institutions with specific courses, available to other ARAIDs.</p>	ARAID Management + Host Institutions	<p>Updated Agreements with Host Institutions (incl IPR). Annual (Host) reports on each ARAID researchers.</p> <p>Commitment by Host on work conditions at call publication stage. Evaluation each 3-5 years by Host.</p> <p>Periodical external evaluations (by ARAID).</p>	Annually & 3-5 years
6	Representation at Decision Bodies	<p>Increase input, feedback and participation of ARAID Researchers on HHRR Policies.</p>	ARAID Management + HRS4R Working Group Representatives	<p>Foundation Board commitment with HRS4R renewed. Progress report to ARAID Board meetings.</p> <p>Meetings of the HRS4R group reps (1 per level) with Direction. EFQM Surveys.</p> <p>Responsibility Positions at Host Institutions.</p>	Monthly at HR Meetings