



	Proposed Actions	GAP Principle(s)	Timing	Responsible Unit	Indicator(s) / Target(s)
N1	Implementation of the methodological guideline on the recruitment process	10. Non discrimination 12. Recruitment	Q2/2025	Management of the CRI	<ul style="list-style-type: none"> - Formalised recruitment process - Advertising on Euraxess portal
N2	Strengthen the recruitment - improve advertising and PR of the institution	12. Recruitment 13. Recruitment (Code)	Q1/2025	Management of the CRI	<ul style="list-style-type: none"> - New design of the advert, set of recommendations on its structure and content, better presentation of employee benefits - Greater emphasis on the presentation of achievements in all areas of the institution's activities
N3	Implementation of an adaptation process for new employees and of a mentoring programme for young researchers	12. Recruitment 25. Stability and permanence of employment 36. Relation with supervisors 37. Supervision and managerial duties	Q3/2026	Management of the CRI	<ul style="list-style-type: none"> - Based on annual interviews with new employees and their supervisors, evaluate the course and impact of the adaptation process and follow-up mentoring. - The outcome of the evaluation will be an updated documents on adaptation to work process and the mentoring programme
N4	Science Café - seminars for young researchers	6. Accountability 8. Dissemination, exploitation of results 39. Access to research training and continuous development	Q3/2025	Management of the CRI	<ul style="list-style-type: none"> - Organize an event at least twice a year (once in connection with the internal grants) to present the work of young scientific talents - Create a draft invitation and define the terms of the event
N5	Welcome Office - provide service to foreign employees and make internal documents available in English	5. Contractual and legal obligations 7. Good practice in research 12. Recruitment 24. Working conditions 25. Stability and permanence of employment	Q1/2026	Management of the CRI	<ul style="list-style-type: none"> - Allocate capacity for the Welcome Office - Translated internal documents are published and available for the employees

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N6	Support for career growth through a functional personnel database - the tool for the creation of personalized career plans	28. Career development 38. Continuing Professional Development 39. Access to research training and continuous development	Q4/2025	Management of the CRI	<ul style="list-style-type: none"> - Issuance of updated Career Regulations the inclusion of career counselling - A well-developed personnel database, enabling the monitoring of career growth and the creation of personalized career plans
N7	Supporting researchers as project leaders by improving the conditions for project management and the access to necessary information	4. Professional attitude	Q2/2025	Management of the CRI	<ul style="list-style-type: none"> - A new DMS is deployed and tested, which includes modules to manage the flow of projects from the grant call to the final report, including internal grants
N8	Developing a system for evaluation of researchers through guided interviews based on a structured questionnaire	11. Evaluation/ appraisal systems	Q4/2024	Management of the CRI	<ul style="list-style-type: none"> - A structured questionnaire for evaluation is part of the HR system - An annual report based on the data collected is created
N9	Creating a structured education plan by areas	38. Continuing Professional Development 39. Access to research training and continuous development	Q3/2024	Management of the CRI	<p>Creating a structured education plan for:</p> <ul style="list-style-type: none"> - vocational training - management training - communication and presentation training
N10	Improving the communication of results	9. Public engagement	Q2/2026	Management of the CRI	<ul style="list-style-type: none"> - Introduction of a school excursion programme - Creating a more modern look and feel for the web presence, with a focus on popularising the results - Strengthening the network communication by increasing the number of communication channels