Revised Action Plan 2024-2026

Timing ▯ (yellow) Delivrable ★

N°	STATUS	ACTION	RESPONSIBLE UNIT	2024				2025				2026				INDICATOR (S) / TARGET (S)
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
I. ETHICAL AND PROFESSIONNAL ASPECTS																
I.1	New	Reinforce communication about the Research Integrity Referee's missions within laboratories.	Office of Research, Innovation and Economic Valorisarion (DRIVe)				★					★				Letter of engagement communicated and number of information sessions information organised per year / R1 to R4 researchers.
I.2	New	Ensure the training of researchers in ethics, research integrity and open science.	Office of Research, Innovation and Economic Valorisarion (DRIVe)					★				★				Increase in the number of researchers trained per year / R2 to R4 researchers.
I.3 (Formerly I.4.1, III.26.1 & III.35.1)	Ongoing	Set up a working group between the heads of labs and the Human Resources Department to improve conditions for contractual researchers' (contract, salary, evaluation, recognition, status…).	Human Research VP & Research VP					★				★				Number of meetings of the working group / R2 to R4 researchers.
I.4	New	Continue and reinforce gender balance promotion and update the equality plan.	Human Resources VP and Gender Equality Vice President in charge of Gender-based and Sexual Violence					★				★				Number of actions per year / R1 to R4 researchers and all UBO staff.
I.5	New	Set up a Post-Doctoral researcher 'welcome kit' for laboratories.	Office of Research, Innovation and Economic Valorisarion (DRIVe)						★							Number of documents produced and updated per year / R2 researchers.
I.6 (Formerly I.5.2)	Ongoing	Translate the documents on researchers' rights and obligations in English.	Human Resources Department									★				Number of documents per year / R1 to R4 researchers and all UBO staff.
I.7	New	Organise a specific welcome day for doctoral students and Post-doctoral researchers (twice a year).	Human Resources Department & Office of Research, Innovation and Economic Valorisarion (DRIVe)									★		★		Increase in the number of attendees per year / R2 researchers.
I.8	Ongoing	Continue the translation of documents in English on UBO's Research website and the Research and Innovation Department, DRIVe (external and internal).	Office of Research, Innovation and Economic Valorisarion (DRIVe)					★				★				Number of translated communicated per year / R1 to R4 researchers and all UBO staff.

		II. RECRUITMENT AND SELECTION																
II.1	New	Continue and reinforce the development of an Open, Transparent and Merit based (OTM-R) Recruitment policy in compliance with the European Commission's recommendations.	Human Resources Department						★					★				Number of measures per year / R1 to R4 researchers and all UBO staff.
II.2 (Formerly I.11.2 & II.12.2)	Ongoing	Elaborate a Charter for Contractual Researchers with a specific salary grid.	Human Resources Department											★				Supervisory board approval and vote / R1 to R4 researchers.
II.3 (Formerly II.12.3)	Ongoing	Publish all vacancies in English on UBO and EURAXESS sites.	Human Resources Department											★				Number of vacant positions published per year / R1 to R4 researchers and all UBO staff.
II.4 (Formerly II.12.4)	Ongoing	Translate the recruitment webpage in English and making it visible.	Human Resources Department											★				Number of items translated on the webpage per year / R1 to R4 researchers and all UBO staff.
II.5 (Formerly II.13.1)	Ongoing	Organise training sessions for selection committees' chair-wo-men to inform them about the European Charter and Code.	Human Resources VP and Gender Equality Vice President in charge of Gender-based and Sexual Violence					★					★				Number of selection committee presidents trained / R1 to R4 researchers.
II.6	New	Foster dissemination actions against gender biais and other discrimination.	Human Resources VP and Gender Equality Vice President in charge of Gender-based and Sexual Violence					★					★				Number of attendees per year / R1 to R4 researchers and all UBO staff.
II.7	New	Increase the number of documents in English (key information of UBO's institutional newsletters).	Office of Research, Innovation and Economic Valorisarion (DRIVe)					★					★				Number of staff informed per year / R1 to R4 researchers and all UBO staff.

Ref	Status	Action	Responsible	Indicator
III.1 (Formerly III.23.1)	Ongoing	Ensure that security rules are well known and understood, and have them translated into English	General Director	Number of documents translated and displayed per year R1 to R4 researchers and all UBO staff.
III.2	New	Cretion of an on-line web page for Doctoral and Post-doctoral researchers.	Office of Research, Innovation and Economic Valorisarion (DRIVe) & Information Systems and Digital Uses Department (DSIUN)	Number of numerical documents available / R1 to R2 researchers.
III.3	New	Reinforce administrative simplification and numerical processing.	Information Systems and Digital Uses Department (DSIUN) & General Director	Number of new tools deployed / R1 to R2 researchers + all staff.
III.4 (Formerly III.31.1)	Ongoing	Write an annex to UBO's working contract about IPR rules.	Office of Research, Innovation and Economic Valorisarion (DRIVe)	Number of new tools deployed / R1 to R2 researchers.
III.5 (Formerly III.34.1)	Ongoing	Renew the Ombudsman's mandate.	General Director	Ombudsman's letter communicated on UBO's website / R1 to R4 researchers and all UBO staff.
III.6 (Formerly III.34.2)	Ongoing	Translate the ombudsman's report into English and publish on UBO's website.	General Director	Publication of the report in English / R1 to R4 researchers and all UBO staff.

IV. TRAINING AND DEVELOPPEMENT

Ref	Status	Action	Responsible	Indicator
IV.1	New	Organise training session on career development for post-doctoral researchers.	Human Resources Department	Number of training actions and attendees per year / R2 researchers.
IV.2	New	Analyse the career prospects of post-doctoral researchers.	Human Resources Department	Increase in Post-Doctoral researchers follow-up rate at Y+1, Y+2 and Y+3 / R2 researchers.