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This Action plan (2022-2025) has been prepared taking into account the GAP analysis and the OTM-R checklist results during the Initial Assessment process regarding the Human Resources Strategy for Researchers at Universitat de les Illes Balears

Action	Principles involved	Actors	Deadline	Indicators
1. Translation and dissemination (web page) of documents and information to Spanish and English	All principles	Research Department, Language Service, DirCom, and Web Office	Continuous	All documents referred to C&C and OTM-R should be translated and available.
2. Provide the researchers with new training opportunities about IPR, plagiarism and OTM-R toolkit	3, 5, 7, 8	Legal Office, Vice-Rectorate for Innovation, Vice-Rectorate for Research, Research Department	Continuous	New training offers.
3. Update and disseminate a general guide for researchers	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 23, 24, 25, 28, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40	Research Department	Continuous	A Guide for Researchers at UIB.
4. Follow up trendings in reseachers recruitment proceess	13, 14, 18, 19, 20, 21, 22, 27, 29, 34	Research Department	Continuous	Statistics about recruitment (yearly).
5. Publish all position offers that are binded to Chapter 1 of the university budget in EURAXESS	5, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 25, 26, 28	Human Resources Service	Q2 2023	All job offers published in EURAXESS.

6. Evaluate the recruitment process (survey)	6, 12	Research Department	Q3 2023/Q3 2024/Q3 2025	Statistics for all academic years.
7. New e-platform for the recruitment process	12, 13, 14, 15, 16, 34	Research Department, IT Services, Legal Office	Q4 2024	Operational platform .