



Strategy for Designing the HRS4R IMIBIC Action Plan 2026-2028

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➤ Internal Analysis (Gap Analysis)

- Comparative analysis between the Charter&Code (2005) and the new European Charter for Researchers (2023). Assignment of the current individual actions of IMIBIC's Action Plan 2023-2025 (developed in compliance with the C&C) to the new Principles defined by the European Charter for Researchers.
- Comparison of the IMIBIC's current practices with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Identification of gaps in the different areas.

➤ Consultation and Participation

- Internal survey on the European Charter for Researchers among different groups within the IMIBIC (junior and senior researchers, administrative staff, technical staff, management). Identification of needs and priorities.

➤ Definition of Priorities and Objectives

- Identification of the critical areas for improvement in the IMIBIC according to the 4 Pillars of the European Charter for Researchers.
- Establish specific objectives and KPIs for IMIBIC Action Plan 2026-2028.

➤ Design of the Action Plan 2026-2028

- Definition of specific actions.
- Assignment of KPIs to each action.
- Identification of the Management Units responsible for each action.
- Definition of the implementation timeline.
- KPI Monitoring.

➤ **Implementation and Communication**

- Develop a dissemination strategy for the new Action Plan 2026-2028 (Newsletter, seminars, INFOIMIBIC mailing, meetings with the different staff groups).
- Continuous update of the IMIBIC website for the HRS4R section.

➤ **Evaluation and Monitoring**

- Definition of the procedure for gathering information for KPI evaluation to the corresponding management units.
- Development of the timeline for KPI monitoring: (twice/year and/or at the end of the year) and preparation of annual progression reports.



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