

HR Excellence in Research, Interim Action Plan 2025

European Charter for Researchers Principle	Main objective	Actionpoint
01. Continuing Professional Development	<p>Available career development tools support researcher's continuous professional development Main action owner: HR director and Deans</p>	<p>Actionpoint 1: Map usage % and development needs of personalized career development plans Action point owner: HR, Deans Actionpoint 2: Offer info sessions on UVA career model (both for researchers and Line Managers) Actionpoint owner: HR Actionpoint 3: Increase availability of tools for junior researcher career development (based on eg. Research comp) Actionpoint 4: Implement coordinated training programmes for senior researchers Actionpoint 5: Develop researchers' orientation/induction; addressing training needs across career stages (also late-career stages) and further integrating digital learning tools. Actionpoint 3-5 owner: HR, Research Services</p>
02. Career development	<p>Facilitate early-stage researchers' transition to diverse careers after their graduation. Main action owner: Head of Graduate School</p>	<p>Actionpoint 1: Build a toolkit for supporting early-stage researchers for pursue career outside academia Actionpoint 2: Develop and execute mentoring concept Actionpoint 3: Create career testimonials Actionpoint 1-3 owners: Graduate School, Deans (mentoring in practice)</p>
03. Relation with supervisors	<p>Enhance doctoral student supervision by investing in additional resources. Main action owner: Graduate School Management Team</p>	<p>Actionpoint 1: Develop reporting tool for progress in doctoral studies, training for supervisors Actionpoint 2: Allocate time for supervision (development discussions) Actionpoint 1 owner: Graduate school Actionpoint 2 owner: Management group, dean, HR</p>

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04. Participation in decision-making bodies	<p>University guidelines and practices have contributed to increased diversity in formal and informal decision-making bodies.</p> <p>Main action owner: HR Director</p>	<p>Actionpoint 1: Review and update existing language policy (incl internal communication principles as well as language skills and impact follow-up)</p> <p>Actionpoint 1 owner: Legal Services, HR</p> <p>Actionpoint 2: Increase internal communication to promote researchers' participation in formal and informal working groups (to ensure diverse representation by eg. gender, language, age, personnel group, position).</p> <p>Actionpoint 2 owner: Legal services, Personnel groups</p>
05. Dissemination, exploitation of results	<p>To have an impact via popularization and commercialisation of research</p> <p>Main action owner: Director of Marketing and Communication</p>	<p>Actionpoint 1: Arrange trainings on popularizing research (in addition to already existing SOME training)</p> <p>Actionpoint 2: Utilize international media distributions even further</p> <p>Actionpoint 1-2 owners: Communication, brand and marketing team</p> <p>Actionpoint 3: Commercialisation of research (to be defined)</p> <p>Actionpoint 3 owner: InnoEco</p>