

**REVISED ARAID HR PLAN 2018 – 2021**

<b>ACTION</b>	<b>AIM</b>	<b>WHO</b>	<b>DELIVERABLE</b>	<b>DATE</b>	<b>STATUS</b>
Internal Information	Information on internal rules (Inlc IPR) and proceedings and support to all researchers.	Administration	Updated Web and Intranet	Annual review	
External information Service Catalogue of the ARAID Researchers	Improve mobility and facilitate Collaborations	ARAID Management & Researchers	Catalogue of ARAID services at the website	Dec 2018 (then renewed)	
Complementary Training	To support the adaptation of new comers (mentoring) and support Training received at Host Institutions with specific courses.	Administration & Researchers	List of Courses annually	May – October each year	
Divulgation and Outreach	Outreach activities & Communication of achievements to society and regional Government, to facilitate objective means to assess the activities and achievements of ARAID	Administration	Publication of Annual report	November 2018 (stopped in 2015)	
OTM-R - Evaluation and selection process	Improve transparency in selection and evaluation of appraisal processes. Request of report by Host Institution on their Pre-selection of applicants.	Administration + Host Institutions	Publication of annual Call Plan	Annually	
Career development ARAID	Recognition of merits (within ARAID) and increase possibilities of professional development.	ARAID Management and Board Approval	Policy on Recognition of merits	December 2018.	

Career development - Hosts	Improve recognition and work conditions of Researchers in their Host Institutions. Prevent divergence between Researcher and Host on the progress of the planned activities.	ARAID Management + Host Institutions	Review Agreements with Host Institutions Annual reports.	Every November	
Representation at Decision Bodies	Increase feedback and participation of ARAID Researchers on HHRR Policies.	ARAID Management + HRS4R Working Group Representatives	Meetings of the HRS4R group reps (1 per level) with Direction.	Annually	