Universidad Carlos III de Madrid
HR - EXCELLENCE IN RESEARCH

HR EXCELLENCE IN RESEARCH

ACTION PLAN 2022 - 2024

Pillar IV: Training and career development						
Ref	Action (description of actions at the end)	GAP Principle(s)	Timing	Unit/Service accountable	Unit/Service involved	Status	Indicators
T1	New actions to disseminate information on the **HRS4R**	All	Q1 2024	Human Resources and Organization Service	Human Resources and Organization Service, VR Faculty, VR de Relaciones Internacionales y Universidad Europea	NEW	· Types of actions. · No. of actions and participants.
T2	Executive Program on **Leadership for Department Heads.**	7, 36, 37, 38, 40	Q3 2023	Human Resources and Organization Service	Human Resources and Organization Service, VR Faculty	NEW	· Program design. · No. of people trained.
T3	UC3M **Mentoring Programme for PDI** (Teaching and Research Staff)**.**	7, 28, 30, 36, 37, 38, 40	Q2 2023	Human Resources and Organization Service	Human Resources and Organization Service. VR Faculty	NEW	· No. of couples who have completed the program. · Evaluation of the program by Mentees and Mentors.
T4	**Training on C&C** to members of the Selection Committees**.**	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22	2023	Human Resources and Organization Service	Human Resources and Organization Service, VR Faculty, VR de Estudiantes e Igualdad, Unidad de Igualdad	IN PROGRESS	· No. of people trained.
T5	Update the **English Language Accreditation** Program **C1 y C2**.	19, 38	Q3 2023	Human Resources and Organization Service	Human Resources and Organization Service, VR Faculty	IN PROGRESS	· No. of accreditations performed.
T6	New training program in **SDG.**	38, 39	Q3 2023	VR Institutional Relations and Sustainable Development	VR Institutional Relations and Sustainable Development. Sustainable Development Unit VR Faculty, Human Resources and Organization Service	NEW	· No. of training activities offered. · No. Participants.
T7	**Networking breakfast:** Sharing knowledge with...	7, 38	Q3 2022, 2023, 2024	Human Resources and Organization Service	Human Resources and Organization Service. VR Faculty, VR Institutional Relations and Sustainable Development, VR Internationalization and European University, VR de Estudiantes e Igualdad, VR Science Policy, VR Strategy and Digital Education	NEW	· Publication of the resolution. · No. of breakfasts carried out. · No. of attendees

DEFINITION OF THE ACTIONS 2022-2024		
Ref	Action	Definition
T1	New actions to disseminate information on the **HRS4R**	Analysis of survey answers to measure the knowledge of the university community about the HR strategy for PDI and the C&C. and carry out actions aimed at promoting the parts where there is less knowledge.

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T2	Executive Program on **Leadership for Department Heads.**	To provide the directors of teaching departments with the appropriate tools for the management of the department's personnel.	22
T3	UC3M **Mentoring Programme for PDI.**	After the success of the pilot experience launched last year, we propose to launch the UC3M Mentoring Program for PDI (Teaching and Research Staff), which aims to put in contact young researchers in early stage of their career, with professionals with a solid track record working both in the academic environment and outside it, in order to expand their career options after the doctorate.	23
T4	**Training on C&C** to members of the Selection Committees**.**	The members of the Selection Committee must know and understand the principles of S&C and commit themselves to objectively apply the defined scales, constantly struggling to make a selection according to the principles of merit and capacity in a multidimensional curriculum.	24
T5	Update the **English Language Accreditation** Program **C1 y C2**.	Group of training actions, within the Training Plan for teaching and research staff, aimed at obtaining the accreditation of the English level C1 and C2.	25
T6	New training program in **SDG.**	Design of training activities on sustainable development aimed at UC3M personnel and offered through Human Resources channels for PAS (administrative staff) and PDI.	26
T7	**Networking breakfast:** Sharing knowledge with...	Action addressed to the PDI (teaching and research proffesionals) with the objective of introducing topics not necessarily linked to the academic or research field. The breakfasts will be proposed by members of the PDI and PAS of UC3M, unlike the seminars and workshops/courses, and will be conducted by invited third parties who must be experts from outside UC3M.	27