

INCD ECOIND strategic development plan for the next 5 years (2025 - 2029)

Chapter III - Objectives and strategic development directions (in relation to the HR Strategy)

The main objectives and strategic development directions for the period 2025-2029 are defined based on the opportunities identified at the institute level, on the one hand, and on the other hand, enhancing the Institute's strengths and minimizing weaknesses, according to the SWOT analysis.

The objectives are divided into two categories: **strategic objectives** (those that directly contribute to the achievement of the institute's purpose) and **transversal objectives** (those that indirectly contribute to the purpose of the institute and relate to its proper management and functioning).

Strategic objectives

SO.4. Human resource development by maintaining and increasing the scientific skills of researchers with the following strategic sub-objectives:

- SO.4.1. attracting new young researchers and researchers with experience in the field, including from abroad (especially the Diaspora);
- SO.4.2. improving the human resources policy of the performance evaluation system and increasing the skills of researchers through mobility schemes;
- SO.4.3. implementation of the initial HRS4R (European Charter for Researchers and Code of Conduct for the Recruitment of Researchers) action plan, development and implementation of the revised action plan;
- SO.4.4. identifying new forms of stimulating staff with outstanding results in research-development-innovation activity;
- SO.4.5. ensuring continuous professional development of RDI staff;
- SO.4.6. supporting research and development activities of students, master's students, doctoral students, and early-career researchers;
- SO.4.7. recognition of the scientific progress of researchers, through promotion to scientific degrees.

Transversal objectives

TO.5. Increasing the quality of the work climate in the institute with the following transversal sub-objectives:

- TO.5.1. alignment with the legislative, institutional and procedural framework regarding the recruitment of research staff and gender equality in research;
- TO.5.2. maintaining "HR Excellence" in research.