

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

### Chapter IX - Action plan. Operational planning (in relation to HR objectives)

Table 1. Action plan - Operational planning for the period 2025 - 2029

Strategic/ transversal objective	Strategic/ transversal sub- objective	Temporal planning				
		2025	2026	2027	2028	2029
<b>STRATEGIC OBJECTIVES</b>						
<b>STRATEGIC OBJECTIVE 4. Human resources development by maintaining and increasing the scientific skills of researchers</b>						
SO.4.	SO.4.1.	-3 young graduates/ experienced staff hired	-3 young graduates/ experienced staff hired	-4 young graduates/ experienced staff hired	-4 young graduates/ experienced staff hired	-4 young graduates/ experienced staff hired
SO.4.	SO.4.1.	-5 new research jobs supported (FTE)				
SO.4.	SO.4.1.	-2 employment promotion events	-2 employment promotion events	-2 employment promotion events	-2 employment promotion events	-2 employment promotion events
SO.4.	SO.4.2.	-1 HR policy and OTM-R policy				
SO.4.	SO.4.2.	-1 updated performance evaluation system				
SO.4.	SO.4.2.	-15 supported mobilities for researchers to carry out professional training internships				
SO.4.	SO.4.3.		- 1 initial action plan HRS4R implemented			- 1 revised action plan HRS4R implemented
SO.4.	SO.4.3.	-80% employee satisfaction index				
SO.4.	SO.4.4.	-1 revised staff incentive procedure				
SO.4.	SO.4.5.	- internally organized trainings/courses	- internally organized trainings/courses	- internally organized trainings/courses	- internally organized trainings/courses	- internally organized trainings/courses

SO.4.	SO.4.6.	-20 internships				
SO.4.	SO.4.6.	-16 students/doctoral students supported				
SO.4.	SO.4.6.	-5 PhD				
SO.4.	SO.4.7.	-1 competition for promotion to scientific degrees organized	-1 competition for promotion to scientific degrees organized	-1 competition for promotion to scientific degrees organized	-1 competition for promotion to scientific degrees organized	-1 competition for promotion to scientific degrees organized
<b>TRANSVERSAL OBJECTIVES</b>						
<b>TRANSVERSAL OBJECTIVE 5. Increasing the quality of work climate in the institute</b>						
TO.5.	TO.5.1.	-1 gender equality strategy in force				
TO.5.	TO.5.2.	-1 gender equality plan developed and monitored				
TO.5.	TO.5.3.	-1 HR Excellence logo maintained				