



ACTION PLAN AND CONCLUSIONS

Principle#	Actions	Responsible	Due date
11	<ul style="list-style-type: none"> • Definition and publication of the evaluation criteria • PDP: Professional Development Plan to be implemented including periodical supervision/evaluation meetings and feedback about personal achievements 	M. Arocena	May'16 and yearly
15	<ul style="list-style-type: none"> • Position Call Fiches will be generated for every selection process. Those will include all the relevant data and requirements of the position and will be delivered to every candidate • Once the selection process is over, BCBL Human Resources team will contact each of the candidates and offer feedback about the selection process's results • Career development plans to be more explicit during the selection process • Information about selection processes to be communicated publicly 	A. Fernandez	May'16
21	<ul style="list-style-type: none"> • Postdoc call fiches will be generated. Those will include all the relevant data about the appointment (term, objectives, rights and obligations). • Definition of the criteria, guidelines and achievements to take into account in order to get a permanent position at the center (PhD to Postdoc or Postdoc to Staff Scientist) • PDP: Professional Development Plan (see Annex III). After PDP, a consensus will be reached in order to provide the postdoc researcher with additional professional development opportunities • Customized annual workshops on career paths 	M. Arocena A. Fernandez	June'16 and yearly workshops
25	<ul style="list-style-type: none"> • Definition of criteria for stability in the employment conditions • Implementation of a stability of employment plan based upon professional performance of researchers fixed on the PDP 	M. Arocena	May'16



26	<ul style="list-style-type: none">• A benchmarking on science salaries will be performed• A plan to improve the basic salary funding for salaries offered by the funding agencies will be implemented• Definition of scales and seniority allowances based on performance and experience	M. Arocena	May'16
28	<ul style="list-style-type: none">• PDP: Professional Development Plan (see Annex III)• Make evaluation criteria public• Definition of specific career development strategy for researchers• Periodical Supervision to pre-docs• Mentors will be appointed (ombudsman or advisors will be appointed)• The plan will be communicated within the wiki and lab meeting	M. Arocena	Jan'17
30	<ul style="list-style-type: none">• Structured mentoring and guidance• External collaboration agreements with local coaching companies will be explored	A. Fernandez	Mar'17
35	<ul style="list-style-type: none">• Lab meeting• Staff meeting to discuss about decisions• Annual retreat open to BCBL community• Suggestion box available• "Door always open" policy running• Include researchers representatives in the WG for the HRS4R	L. Lopez	May'17
36	<ul style="list-style-type: none">• Supervisors' training and coaching• Supervisors' evaluation (annual, agreed and recorded)• Ombudsman role defined• If supervisor and supervisee do not match, a change of supervisor process will be designed• Schedule and define training systems and opportunities• PDP: Professional Development Plan (see Annex III)	L. Lopez	Dec'16



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39	<ul style="list-style-type: none">• Specify annual and personal training• Implement supervisor of the supervisor• Implement Ombudsman• PDP: Professional Development Plan (see Annex III)	L. Lopez	June'16
40	<ul style="list-style-type: none">• Supervision of supervisors• Implement 1 ombudsman and two advisors (one from the research community and one from the HR Dpt.)• PDP: Professional Development Plan (see Annex III)	M. Arocena	June'17