	Proposed ACTIONS	Q1 - 2023 Q2 - 2023	Q3 - 2023	Q4 - 2023	Q1 - 2024	Q2 - 2024	Q3 - 2024	Q4 - 2024	Q1 - 2025	Q2 - 2025	Q3 - 2025	Q4 - 2025	Q1 - 2026
	1.1 Coordinated recruitment processes tailored to needs and ambitions												
ng ent	1.7 Develop "job offer attractivity" working group												
Improving recruitment	1.3 Clarify and communicate recruitment processes and opportunities												
u Li	1.6 Improved communication on job offers, particularly on Euraxess												
	1.4 Formalize the recruitment grid												
	1.5 Mandatory training for all jury members												
	1.2 Set up a dedicated tool to manage the arrival and departure of researchers												
	2.1 Clarification of anti-discrimination procedures												
ing lity	2.2 Disability awareness action												
Ensuring equality	2.4 Develop strategy on anti-discrimination trainings												
	2.3 Gender equality plan development												
	3.5 Creation of a specific contract for postdoctoral status												
Clarifying contract terms	3.3 Transparent contractual career rules												
Clarifyi tract t	3.4 Review doctoral contracts to clarify certain aspects												
) con	3.1 Clarification of overtime and cumulative work rules												
	3.2 Inform foreign researchers by translating internal documents into English												
	4.1 Better inform agents about their career opportunities												
	4.2 Catalog Create and share a detailed training catalog												
eer	4.6 Support for external and international mobility												
ıg care oment	4.8 Interviews and support after long-term leave												
Encouraging career development	4.3 Optimize participation in training sessions												
Enco	4.5 Support for internal mobility												
	4.4 Tailor-made support and training program for new recruits												
	4.7 Requirements for international research experience or collaboration												
	5.6 Clarify guidelines on remote working												

su	5.5 Creation of a directory of agent functions, responsibilities and contact details						
oving onditio	5.1 Creation of a cross-functional structure for clinical research and innovation						
Improving working conditions	5.2 Draft and adoption of a best practice charter for internal processes						
	5.3 Optimization and development of the workspace						
	5.4 Improved equipment reservation system						
	6.3 Communication of bonus system to teacher-researchers						
	6.6 Harmonization of performance indicators						
e	6.4 Generalized appraisal and career development interviews for all employees						
Empowering evaluation and supervision	6.7 Annual appraisal interview training for managers						
owering evalua and supervision	6.2 Better communication of dispute resolution and mediation procedures						
power and s	6.5 Implementation of internal interview software						
Emp	6.9 Recognition and involvement of technical staff						
	6.1 Mandatory training for managers						
	6.8 Recognition of skills and competencies						
	7.1 Appointment of a research ethics and scientific integrity advisor						
	7.2 Clarify procedures for dealing with ethical and professional misconduct						
	7.6 Improve PhD ethics training						
ork logy	7.8 Communicate Oniris' anti-plagiarism charter more effectively						
Guaranteeing work ethics and deontology	7.9 Adopt a publication charter						
antee and d	7.4 Training generalization in ethics and professional conduct						
Guar ethics	7.3 Clarification of the internal signature process						
	7.5 Human ethics committees' coordination						
	7.7 Communicate rules on ethics, deontology and professional attitude						
	8.2 Communicate partnership contract templates						
	8.5 Systematize an annual assessment of the partnership with "Ouest Valorisation".						
	8.8 Improve communication and support in intellectual property matters						

sts	8.9 Introduce training on intellectual property rights and management						
interes	8.3 Publish the institution's financial account on the institution's website						
ntific	8.1 Avoid conflicts of interest						
ng scie	8.6 Chief Information Security Officer recruitment						
Protecting scientific interests	8.7 Introduction of a new IT charter						
	8.4 Appointment of a quality consultant in each research unit						
	9.4 Handbook on valorisation						
cł	9.7 Involve veterinary and engineer students in research programs						
outreach	9.1 Develop its open science policy and Peer-Community In		 	 			
and	9.6 Develop scientific mediation actions in high schools						
Valorisation	9.5 Enhance the internal circulation of scientific results						
Valor	9.2 External dissemination of scientific results						
	9.3 Communication material translation						

- Human resources
- Information Systems Department
- General Secretary
- General direction
- Head of communication
- Direction of Research and PostGraduate Studies
- Director of the Veterinary Hospital

Directors of the 9 Oniris research units Research ethics and scientific integrity advisor Deontology advisor Legal Affairs Officer Accounting Officer Quality Management Head of the Documentation Center and HAL referent