



HR

Excellence in Research

#Your views to help shape the
priorities of the action plan
of the action plan



Following an initial consultation focused on identifying expectations and areas for improvement, the University of Limoges wished to involve its academic community once again in the development of its HREIR action plan.

In September 2026, **92 respondents** (representing a participation rate of **6 per cent**) prioritised, from among the actions identified through the Gap Analysis, working groups and the OTM-R checklist, **the four actions they considered most important for each of the four pillars of the future action plan.**

This second consultation therefore aims to identify the priorities expressed by the community and to inform the steering committee's decisions as it finalises the HREIR action plan for the next two years.

The second consultation focused on prioritising the actions for the future HREIR action plan:

- the actions arising from the work carried out as part of the Gap Analysis, the thematic working groups and the OTM-R checklist;
- the four pillars of the future HREIR action plan;
- for each of the pillars, a list of actions to be prioritised by the scientific community;
- the opportunity, for each pillar, to select **the four actions deemed most important to be implemented over the next two years.**

The proposed actions were organised around the four pillars of the future action plan:

- Pillar 1: Ethics, scientific integrity, equality, diversity and open science;
- Pillar 2: Evaluation, recruitment and career progression of researchers;
- Pillar 3: Working conditions and practices;
- Pillar 4: Careers in research and talent development.

For each of the four pillars, respondents were asked to select **the four actions** they considered most important to implement over the next two years.

This approach enabled us to gather the scientific community's views on the actions to be prioritised in drawing up the future HREIR action plan.

This summary, together with the **Gap Analysis** and the **OTM-R checklist**, will be presented to the technical committees for approval and to the steering committee for final decision, with a presentation **to the Board on 27 November 2026.**

Pillar 1

Ethics,
scientific
integrity,
equality,
diversity and
open science

*the four
priority actions*

4

1-1 — Organise the HRS4R page to centralise and raise the profile of existing initiatives and resources

41,30%

1-2 — Formalise and publish the HREIR / OTM-R policy

35,90%

1-3 — Develop an institutional OTM-R guide

38,00%

1

1-4 — Organise an annual training programme (scientific integrity, open science, AI, cybersecurity, data governance, etc.) and improve its visibility

64,10%

40,20%

1-5 — Develop a Diversity and Inclusion roadmap

2

1-6 — Develop a 'Sustainable Research' approach

53,30%

1-7 — Set up a shared document repository (SharePoint)

32,60%

3

1-8 — Ultimately, develop a genuine one-stop portal for researchers

52,20%

Pillar 2

Evaluation,
recruitment
and career
progression
of researchers

*the four
priority actions*

1

2-1 — Standardise job descriptions, vacancy templates and recruitment procedures

57,60%

2

2-2 — Formalise recruitment procedures by staff category

50,00%

2-3 — Draw up an institutional checklist for publishing vacancies

26,10%

2-4 — Systematically include HREIR/OTM-R information in vacancies

27,20%

2-5 — Clarify the appeal procedures

27,20%

4

2-6 — Develop a coordinated strategy for publicising vacancies (UL website, EURAXESS, social media, etc.)

42,40%

2-7 — Set up an OTM-R dashboard

29,30%

2-8 — Develop a single point of entry for candidates

35,90%

3

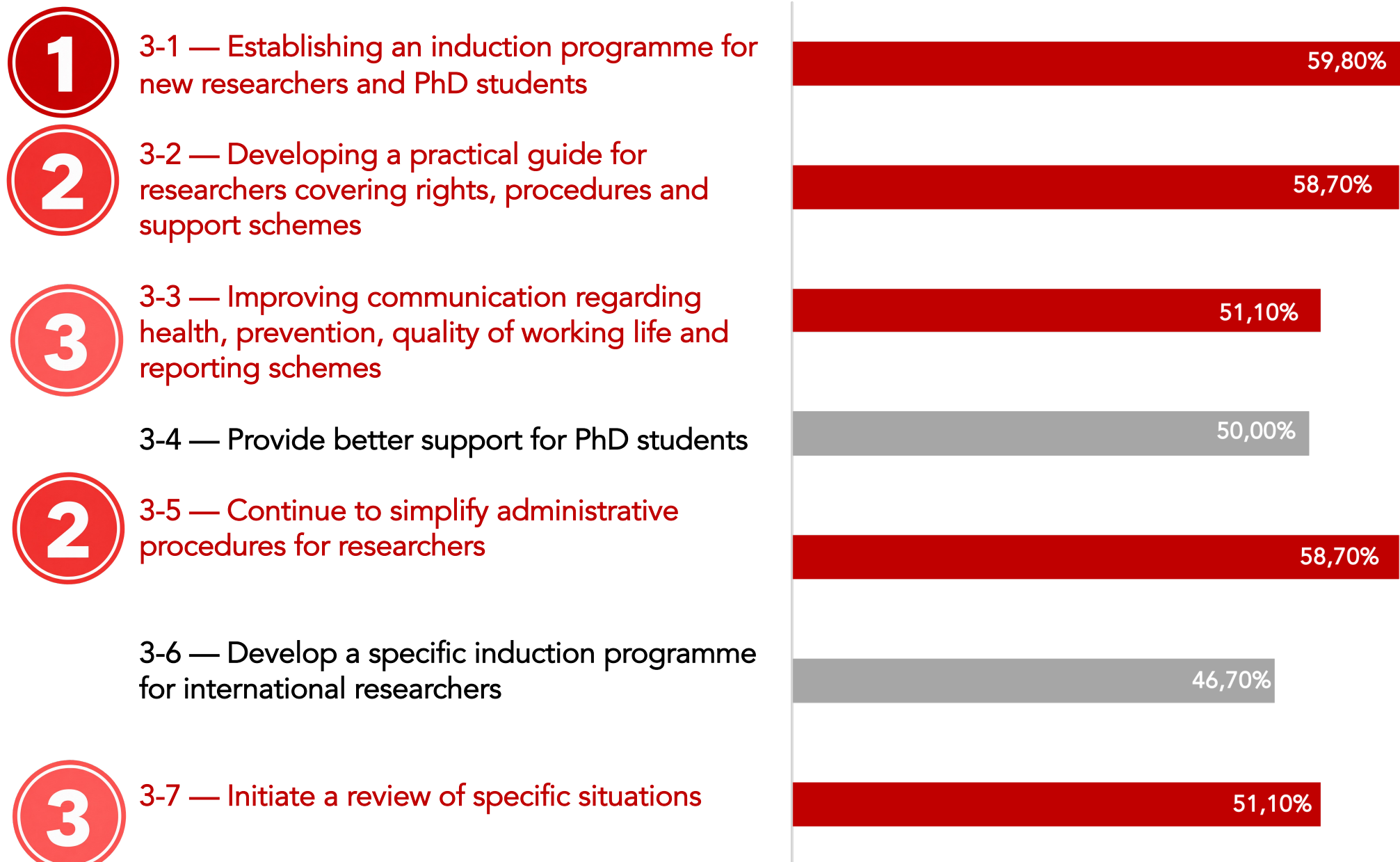
2-9 — Explore the implementation of a digital platform for managing applications

44,60%

Pillar 3

Working
conditions
and
practices

*the four
priority actions*



Pillar 4

Careers in
research and
talent
development

*the four
priority actions*

3

4-1 — Develop career counselling for
PhD students and postdoctoral
researchers

55,40%

4-2 — Establish an institutional
mentoring programme

35,90%

1

4-3 — Promote academic and non-
academic career paths

69,60%

2

4-4 — Strengthen links with businesses
to support career development

57,60%

4-5 — Establish a PhD alumni network

50,00%

4

4-6 — Develop a monitoring centre for
PhD graduates' career paths

53,30%

- Simplification / streamlining of administrative procedures;
- Need for additional recruitment;
- Interest in training for recruiters and a recruiter's guide;
- Questions regarding the definition of 'sustainable research';
- A need for a warmer welcome for new arrivals;
- A call for greater consideration to be given to all the duties of academic staff, particularly teaching and other responsibilities;
- Interest in links with businesses and mentoring;
- Several comments raised concerns about a potential proliferation of tools or procedures and called for a focus on simplification rather than the addition of new layers of bureaucracy.

Priorities set out for the action plan

by the
community

Pillar 1 Ethics, scientific integrity, equality, diversity and open science	Pillar 2 Evaluation, recruitment and career progression of researchers	Pillar 3 Working conditions and practices	Pillar 4 Careers in research and talent development
1-4 — Organise an annual training programme (scientific integrity, open science, AI, cybersecurity, data governance, etc.) and improve its visibility	2-1 — Standardise job descriptions, vacancy templates and recruitment procedures	3-1 — Establishing an induction programme for new researchers and PhD students	4-3 — Promote academic and non-academic career paths
2-2 — Formalise recruitment procedures by staff category	2-2 — Formalise recruitment procedures by staff category	3-2 — Developing a practical guide for researchers covering rights, procedures and support schemes	4-4 — Strengthen links with businesses to support career development
1-8 — Ultimately, develop a genuine one-stop portal for researchers	2-9 — Explore the implementation of a digital platform for managing applications	3-5 — Continue to simplify administrative procedures for researchers	4-1 — Develop career counselling for PhD students and postdoctoral researchers
1-1 — Organise the HRS4R page to centralise and raise the profile of existing initiatives and resources	2-6 — Develop a coordinated strategy for publicising vacancies (UL website, EURAXESS, social media, etc.)	3-3 — Improving communication regarding health, prevention, quality of working life and reporting schemes 3-7 — Initiate a review of specific situations	4-6 — Develop a monitoring centre for PhD graduates' career paths