

ACTION PRIORITIES	Action owner	2016				2017				2018				2019				2020				2021							
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4				
Recruitment and selection																													
ACTION R&S1: REVIEW OF THE SELECTION PROCESS	HR Business Partner					Analyses		action plan		evaluate OTM-R				OTM-R: PhD and postdoc positions				published				OTMR-policy							
ACTION R&S2: TRAINING OF THE SELECTION COMMITTEE	HR Business Partner							implementation																					
ACTION R&S3: REDESIGN OF THE JOB WEBSITE	HR Business Partner	comply C&C			draft plan			Plan new jobsite		new jobsite		employer branding actions						evaluation & action plan				implementation actions				follow-up			
ACTION R&S4: REVIEW OF THE ONBOARDING PROCESS	HR Business Partner		review		roll out new					evaluation								evaluation of onboarding e-tool				implementation of tool?				follow up			
FIT@VITO																													
ACTION FIT1: DEFINITION OF A CODE OF CONDUCT	research coordinator sustainability transition	compiling		communication										GDPR				Establish Cell RRI				evaluate cell RRI				Publish IP-policy			
ACTION FIT2: DEFINITION OF IP POLICY POSITIONED IN THE BROADER VALORIZATION PROCES	IP-manager			definition				taskforce																					
ACTION FIT3: CREATE 'ACTIVITY BASED WORKING' FORMAT	HR Business Partner					Pilot Energyville												follow-up in fit@vito survey											
ACTION FIT4: INCLUSION & DIVERSITY	HR Business Partner										diversity officer							analytics - actions - evaluation								follow up			
Talent Mobility																													
ACTION TM1 : SET UP OF A TALENT CENTER TO FACILITATE INTERNAL TALENT MOBILITY	HR Business Partner				Start task		learning journey		Talent-center-Pilot					Awareness actions								programme-def							
ACTION TM2: STIMULATE INTERNATIONAL MOBILITY	co-ordination scientific relations																					definition actions int. Mobility							
ACTION TM3: ESTABLISH INTERNATIONAL SUPPORT	International Support					centralise support												evaluation and action definition											
ACTION TM4: SET UP OF AN ALUMNI NETWORK	co-ordination scientific relations					definition and preparation		mission and goals		membership								start event				Year programme format				Year programme			Year programme
Sustainable employability																													
ACTION SE1: ALIGNING JOBS AND CAREER PATHS WITH THE STRATEGIC VISION OF VITO	HR Business Partner	Major review								yearly review								yearly review				yearly review				yearly review			yearly review
ACTION SE2: ALIGNEMENT OF THE PHDS/ POSTDOC AND THE EMPLOYEE TREATMENT	co-ordination scientific relations		review process				Post doc strategy											PhDs and Postdocs R&S and onboarding process alignment								integrated software tools?			
ACTION SE3: CAREER DEVELOPMENT & GUIDANCE	HR Business Partner	new offer			review offer					review offer								review offer				review offer				review offer			review offer
ACTION SE4: DEVELOPMENT OF SUCCESSION PLANNING	HR Business Partner						potential mapping			devl programme												evaluation							
Charter and Code -evaluation																													
ACTION CC1: INFORMATION AND AWARENESS ACTION ON CHARTER AND CODE	HR excellence co-ordinator													content plan								content plan				content plan			
ACTION CC2: REPEATED SURVEY AMONGST THE RESEARCHERS	HR excellence co-ordinator									G&C survey				content plan				surveys redesign				content plan				researchers consultation			
ACTION CC3: ACTION FOLLOW UP	HR excellence co-ordinator	year plan			review					review				self evaluation				review				review				review			self evaluation
ACTION CC4: YEARLY MANAGEMENT REVIEW OF THE ACTION PLAN	Director HR and general services													EC report												EC report	EC audit		

originally planned
changes versus original plan
new and extended action

originally planned
changes versus original plan
new and extended action

originally planned
changes versus original plan
new and extended action