

ACTION PLAN

THE HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R).

THE OCEANIC PLATFORM OF THE CANARY ISLANDS (PLOCAN)

SEPTEMBER 2017

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INTRODUCTION

In 2005, the European Commission adopted the European Researchers' Charter and the Code of Conduct for Researcher Recruitment, drafting two documents aimed at researchers as well as employers and providers of public and private sector funding. Both documents have become key elements of European Union policy, making research an attractive career and stimulating economic growth and employment in Europe.

Specifically, the European Charter for Researchers outlines the functions, responsibilities and rights of investigators and their employers. The aim is to ensure that the relation between these parties contributes to successful performance in the generation, transfer and shared use of knowledge, as well as the professional development of researchers from the early stages.

Moreover, the Code of Conduct for the hiring of employees of public organizations was drawn up to improve enrolment, so that selection procedures are fair and transparent. The employee merit should be measured by a wider range of evaluation criteria such as education and teaching, supervision, teamwork, knowledge transfer, management and public awareness-raising activities.

The Oceanic Platform of the Canary Islands (PLOCAN) endorsed the **Charter and Code** on 13th April, 2016.

Achieving the Excellence in HR logo, a distinctive and recognized quality seal from the European Union, will contribute to making PLOCAN more attractive to top quality employees research organizations and will enhance the international visibility of PLOCAN, having an impact of PLOCAN as a whole.

THE OCEANIC PLATFORM OF THE CANARY ISLANDS (PLOCAN).

The Oceanic Platform of the Canary Islands (PLOCAN) is a multipurpose large infrastructure with land-based and sea-based novel services to support research, technology development and innovation in the marine and maritime sectors. Its mission is to promote long-term observation and sustainability of the ocean, providing a cost-effective combination of services, such as an observatory, a test site, a base for underwater vehicles, training and an innovation hub. It is a joint initiative of the Spanish and the Canary Islands governments, with the help of the European Regional Development Fund. It pertains to the ICTS Map (Singular Scientific and Technical Infrastructure), entailing high investment cost in scientific and technological infrastructure construction and equipment. It gives open access to public and private

users from the entire scientific community (national and international), offering technical support with trained personnel. Its objectives are aligned with those of the Spanish Strategy for Science Technology and Innovation, as well as with international programs in the field of research such as H2020 Programme; the ESFRI Roadmap, joint research activities and other international strategic plans.

PLOCAN supports advanced observing capabilities sustaining coastal and oceanic fixed stations (i.e. ESTOC site located 60 miles north of the Canary Islands archipelago, sampled regularly since 1994) and several mobile components for in-situ monitoring of the marine environment (underwater vehicles, gliders, buoys, drifters, multi-parametric probes, and so forth). The PLOCAN observatory has expertised in sensor interoperability standards (in particular SensorML) and the steps needed to reach the Global Earth Observation System of Systems (GEOSS). It supplies databases as an observational facility, managing one of the most important scientific nodes worldwide, and offering free and open access to data of the highest quality to researchers.

The PLOCAN managing team and technical staff have a broad experience in the preparation, management and development of large national and international projects in the marine and maritime sectors and are currently coordinating to different projects in the fields of offshore platforms and marine observation. In addition, PLOCAN is manages 23km² of sea in the Canarian-Atlantic coast configured as a Marine Test Site where projects focused on testing and demonstrating of all kinds of marine devices are performed. These include mainly marine renewable energy converters but also submarine and surface autonomous vehicles, fixed buoys and marine observatories, profilers, sensors, etc. Now in construction, an electrical and communication infrastructure capable of evacuating up to 10 MW of electrical energy, enhancing the marine test site for marine testing for researchers.

Lastly, we must mention that PLOCAN has over 40 national and European funded projects, and is Spain's representative in a European Multidisciplinary Seafloor and Water Column Observatory-European Research Infrastructure Consortium (EMSO-ERIC), that will establish, coordinate, facilitate and optimize the use of pan European facilities and sea operation resources to ensure maximum benefit to the ocean observation community. This will allow deep-sea processes and water column investigation and shall collaborate and complement shallow water observation initiatives, of great value to the scientific community.

The proposed HR Strategy is based on the Vision and HR Strategic Objectives described below.

Vision

The vision is to become an international effective benchmark in the field of marine, maritime science and technology by offering a meeting point between public and private I+D+i.

Objectives of the Human Resources Strategy:

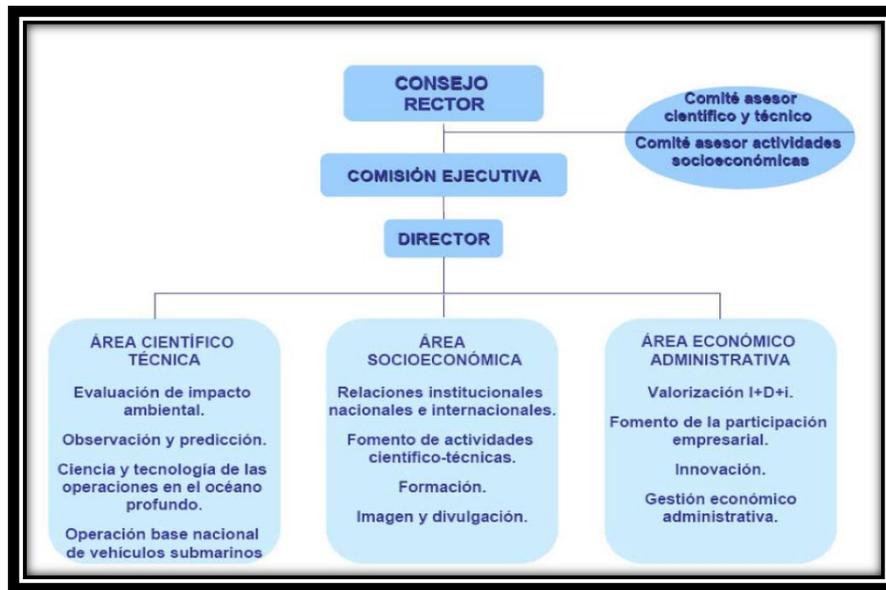
- **To be a scientific-technological environment of excellence.** Offer a unique meeting space for both the scientific and technological public community of highest excellence and dynamism, and the most innovative companies, in the fields of accessing, understanding and utilizing the deep ocean.
- **To offer highly specialized training.** Offer a set of training programmers, from professional to postdoctoral training, including specific training for the use of facilities and devices for working in and private socio-economic institutions.
- **To be an organization model.** Build a public, entrepreneurial and innovative scientific and technological organization, capable of managing highly qualified human resource teams; expensive, complex instruments and devices, and relationships with innovative companies along with public and private socio-economic institutions.

ACTION PLAN (2018-2021).

The following Action Plan, which covers the period 2018-2021 (4 years), is organized into four areas with actions currently undertaken and other actions planned:



Each action within those areas is provided with the person, committee, and/or unit responsible for every action, a timeframe for the completion of the action, and one or more indicators. The committee formed targeted representatives aiming equality and transversally within the organization. In order to understand the composition, the organizational chart is shown:



The working group consists of representatives from Management and from each of the three areas PLOCAN is divided into:

- The Managerial area.
- The Financial-administrative area.
- The Scientific-technological area
- The Socio-economic area

For the design of the Action Plan, a survey was carried out and several meetings for a work plan in order to achieve the deficiencies found in the Analysis of Deficiencies previously performed.

The results of the gap analysis served as basis to prepare de Action Plan. The working group concluded that PLOCAN is in line with national and European legislation, and has applied recommendations of best practice, but it has some weaknesses and may improve some of its procedures.

1. Ethical and profesional aspects				
C&C principles	Action	Responsible	Timeframe	Indicator
2. Ethical principles	Collect the ethical principles in a statement signed by the	Human Resources	Q2-2018	Documentation and

	director and share it with the staff, both on the intranet and on the bulletin boards of the facilities.			dissemination
5. Contractual and legal obligations	A welcome manual is being prepared for PLOCAN staff and another one will be drawn up for researchers staying for a specific time.	Socio - Economic Area	Int: Q3-2018 Ext: Q1-2019	Documentation and dissemination
7. Good practice in research	Prepare a procedure for backups, recovery due to computer accidents, data protection, and confidentiality. A Computer Security – Quality plan. Complete a written procedure and protocols for all backups carried out within the organization.	TIC Department	Q1-2021	Documentation and implementation
10. Non discrimination.	Implementation of procedures for equality, harassment and crime prevention.	Human Resources	Q2-2019	Documentation, implementation and dissemination
11. Evaluation/ appraisal systems	Conduct a guide for staff assessment.	Human Resources	Q2-2019	Documentation and dissemination

2. Recruitment_OTM-R.

OTM-R	Action	Responsible	Timeframe	Indicator
Current OTM-R policy is in line with policies to attract underrepresented groups.	Conduct the study of legislation regarding the inclusion of minority groups in public companies.	Human Resources	Q3-2019	Documentation

3. Working conditions.

C&C principles	Action	Responsible	Timeframe	Indicator
28. Career development	Application of the approved labor manual for promotion of personnel, where permitted by law.	Human Resources	Subject to change in legislation	Documentation and dissemination

4. Training.

C&C principles	Action	Responsible	Timeframe	Indicator
39. Access to research training and continuous development	When the law allows, the mechanisms to promote the career of our workers will be put into practice.	Human Resources	Subject to change in legislation	Documentation and dissemination

IMPLEMENTATION

For the implementation and control of the Action Plan, each person designed as responsible must ensure that the action is implemented within the time-frame established. In addition, there will be regular meetings (every 3 months) where the progress of each of the actions will be monitored by the committee. In case any difficulty is foreseen or arises, he/she will communicate with the working group in order to take decisions accordingly. The working group has been established as a committee that detected the deficiencies in the past, defined the Action Plan, and will deal with any queries and/or problems that may arise in the future, as well as the monitoring of the whole procedure. As already mentioned, this personnel belongs to different areas and has diverse roles in the organization.

If any room for improvement is founding during the monitoring, the Action Plan will be updated accordingly.