

VRI 2022 - 2026 HRS4R Objectives	HRS4R pillars	C&C Principle(s)
Promoting the conditions for the possibility of submitting complaints or comments on the response (short-term objective)	Ethical & Professional Aspects	2,27,34
Promotion of VRI publicity and enhancement of communication channels (long-term objectives)		8,9
Development and implementation of project management and project support system at the VRI (long-term objectives)		4,6
Formulating strategic aspects and conception of the development of VRI		9
Equal information access and sharing - translation of key documents into English (long-term objectives)		2,7
Improve the awareness of the principles of ethical conduct in the workplace (long-term objectives)		2,3,6
Process digitalization - a shared space for document and information exchange (long-term objectives)		4,5,7
Creation of a methodology for dissemination of research results Disseminating Best Practices on VRI (short-term objective)		8
Promoting protection of intellectual property at VRI (long-term objectives)		3,31,32
Good Research Practice Guideline (GRPG) (short-term objective)		3,6,23,31,32
Preparation of the VRI marketing strategy (short-term objective)		8,9
Strategy for support and promotion VRI activities (long-term objectives)		9
Establishment of an OTM-R policy and system for recruitment and selection (short-term objective)	Recruitment & Selection	12,13,14,16,17,18
Creation of a system for the adaptation of new employees (short-term objective)		21,36,40
The exchange and availability of information in the field of recruitment (long-term objectives)		15,17,20,27
Optimizing processes to strengthen recruitment for better management - getting feedback from employees and applicants (short-term objective)		16,17,19, 25,34
Establishment system of training and qualification evidence (short-term objective)	Training & Development	5,7,28,33,38,39
Support for the development of soft competencies in a managerial position (long-term objectives)		10,11,35, 38, 39
Plan of training activities, support for the offer of training sessions (long-term objectives)		28,38
Establishing regular evaluation and feedback for VRI employees (long-term objectives)		10,11,36
Promotion and implementation of training methods and development (on the job) (long-term objectives)		11,28,37,40
Finding new ways to support internal training and their integration and implementation (long-term objectives)		39
Development of presentation and training competencies (long-term objectives)		33,37
Improving conditions Work-life balance and organizational culture (long-term objectives)	Working Conditions and Social Security	23, 24, 27, 34
Gender balance in leadership and decision-making (long-term objectives)		27,35
Establishment of a VRI internal communication system (long-term objectives)		2,3,4,5, 23,37,38
Increasing cooperation and building teamwork (long-term objectives)		24, 25.26,28,29,30
Improvement of employees' wage conditions and their optimization (long-term objectives)		25,26,31