

VID Specialized University

The European Charter for Researcher (HRS4R): Action Plan 2026-2027

Proposed action	Gap Principles(s)	Reponsible Unit	Indicator(s) / Target(s)	Timing
Revise the Action Plan for Equality and Diversity (Equality, Diversity, Inclusion, EDI)	4. GENDER EQUALITY	HR	At least 1 KPI in the action plans include gender equality measures Action plan is available to all employees in Norwegian and English on vid.no	Q1 2026 Q2 2026
Follow up the participants from the Faculty of Social Sciences who participated in METTIHS (Norwegian Research Council funded Balance + project activities)		Research Administration	Recipients of METTIHS bursary and the participant in progression programme from Faculty of Social Sciences in 2025 (3 males in total) have completed mentor programme and submitted realistic plan for progression to R4 to their manager.	Q4 2027
Implement the revised action plan for equality and diversity (EDI)	5. EMBRACING DIVERSITY	HR	Deliver information on the new EDI action plan to managers at VID through the Extended Management Group Meeting. At least 70% report that they understand their role as a manager in the implementation for EDI actions across VID. Update information in HR handbook in line with EDI action plan to ensure uniformity 80% of all managers have completed in-house leadership training on unconscious bias.	Q3 2026 Q4 2026 Q3 2027

Improve availability of quality assured mobility information and advice on vid.no	7. FREE CIRCULATION OF RESEARCHERS	HR and Research Administration	Webpage quality assured and updated with current legislation and legal information about moving to Norway.	Q1 2026
			Expand webpage for staff from abroad on VID.no to also include links to relevant information about Norwegian culture and the experience of living in Norway.	Q1 2027
			Disseminate EURAXESS mobility opportunities to R1-R4 researchers at VID.	Q1 2026
			Survey researchers at VID to assess the information on mobility available	Q3 2027
Establish process to receiving international researchers at the institution, both permanent staff, visiting lecturers and temporary staff/doctoral candidates/postdocs		HR and Research Administration	Identify staff resources responsible for receiving staff from abroad, permanent staff, visiting lecturers and temporary staff/doctoral candidates/postdocs	Q2 2026
			Revise and publish routine document “Routine for recruiting staff from abroad”	Q3 2026
			Deliver a workshop to the staff identified to include an international researcher currently at VID to learn from their experience.	Q4 2026
Guidelines and templates used in the recruitment and progression processes for researchers reflect current OTM-R policy and practices.	9.RESEARCHERS' ASSESSMENT	HR and Research Administration	Update all recruitment templates and guidelines for commission work and recruitment panels, based on the European Framework for Research Careers	Q1 2026
			Deliver workshop for managers to understand and implement the recruitment guidelines. Minimum 80% of managers of researchers chairing recruitment panels attended	Q1 2026
				Q3 2026

			All job adverts and Commission Reports show evidence application of new guidelines Annual evaluation and monitoring report to Senior Leadership Group.	Q4 2026
Adjust job advertisement templates to include working conditions, employee rights and career opportunities	10. RECRUITMENT	HR	Job advertisement templates are updated accordingly and visible on the recruitment portal Grade Jobbnorge.no and Euraxess where applicable	Q1 2027
Increase number mobility experiences (all types) for research staff	12. CAREER PROGRESSION	HR/Faculties	Register an increase of 10% of mobility experiences at each faculty over the two-year period (2025-2027) Revise the appraisal form to include a section on mobility. Include a section on the value of mobility in management workshop (refer to action 6)	Q4 2027
Accommodate for continuous research periods for academic staff.	13. WORKING CONDITIONS, FUNDING AND SALARIES	Research Administration	Each faculty to implement minimum 2 initiatives from the toolbox for continuous research periods and evaluate its effectiveness within 1 year of implementation.	Q2 2027
Revise the work-life-balance policy		HR	The revised policy is published and addresses senior (R4) career opportunities Update the annual appraisal form template to include career planning for all stages (R1-R4) incorporating elements for senior careers (R4).	Q1 2027 Q1 2027
Develop an encompassing leadership handbook to support managers to provide good working conditions		HR	New leadership handbook is published	Q4 2027

Sign DORA	17. VALUING DIVERSE RESEARCH CAREERS	Research Administration	DORA signed	Q1 2026
Develop career activities in line with the Norwegian Directorate for Higher Education and Skills (HK Dir) Framework for career guidance for early-career researchers	18. CAREER DEVELOPMENT AND ADVICE	Research Administration	80% PhD candidates have submitted a career plan to their line manager. Minimum 20% engagement in career learning activities offered from VID Research Fellows (R1) annually	Q3 2027 Q4 2027
Raise awareness of careers development opportunities researchers at VID R1-R4		Research Administration	Careers information and activities is made accessible to R1-R4 staff on a dedicated intranet site A section to explore careers opportunities is included on the annual Appraisal Form	Q3 2026
Offer mentor programme post-Academy to support career development in academia		Research Administration	70% of cohort have completed the mentor programme. 80% found the mentor programme an effective tool for careers development Track cohort to monitor a) participation in the progression for promotion programme and b) applications for progression	Q1 2027 Q1 2027 Q4 2027
Apply the Research Comp framework to the generic researcher development programme and progression to promotion programmes at VID	19. CONTINUOUS PROFESSIONAL DEVELOPMENT	Research Administration	Researcher development programme (generic courses) for PhDs is structured in line with Euraxess Research Comp framework Euraxess Research Comp framework feature in session 1 of the progression programmes. Participants feedback usefulness towards structuring their application for promotion.	Q3 2026 Q1 2027