HR Excellence in Research

Action Plan

Action Plan

Case number

2025LT307223

Name Organisation under review

SIAULIU VALSTYBINE KOLEGIJA

Organisation's contact details

Aušros al. 40, Šiauliai, Šiaulių apskritis, 76241, Lithuania

1. Organisational Information

The Action Plan and HR Excellence in Research strategy must be published in an easily accessible location of the organisation's website.

Please provide the web link(s) to the organisation's action plan / strategy for the implementation of the principles of the European Charter for Researchers. Multiple links must be comma-separated.

Please fill in the list of all individual actions to be undertaken in your organisation's HR Excellence in Research strategy to address the weaknesses or strengths identified in the gap analysis. It is recommended that the listed actions are concise but detailed enough for the assessors to determine the level of ambition, engagement, and planning for the implementation process. Please ensure that you provide a detailed plan, with precise and quantifiable KPIs, not just an enumeration of the institution's action.

Note: Choose one or more of the principles automatically retrieved from the gap analysis with their ratings.

Proposed actions

Action 1

To improve ethics and research integrity, especially in Health Sciences conducted at ŠVK.	**GAP Principle(s)**	**Timing (at least by year's quarter/semester)**
	(+/-) 1. ETHICS AND RESEARCH INTEGRITY	2027 1st quarter

	Responsible Unit	**Indicator(s) / Target(s)**
	Faculty of Health Care	1. A Committee for Compliance with Research Ethics for Biomedical Non-Invasive Research established. 2. Alternatively – Regulations and composition of the Committee for Compliance with Research Ethics extended to support Biomedical Non-Invasive Research.

Proposed actions

Action 2

Foster freedom of scientific research by establishing and activating interdisciplinary research groups related to each field of study carried out at ŠVK.

GAP Principle(s)

(+/-) 2. FREEDOM OF SCIENTIFIC RESEARCH

Timing (at least by year's quarter/semester)

2026 4th quarter

Responsible Unit	Indicator(s) / Target(s)
Faculty of Health Care Faculty of Business and Technologies	Five interdisciplinary research groups established and active: 1. Computer Science; 2. Engineering Sciences; 3. Economics and Management; 4. Health Sciences; 5. Social Sciences (Information and Communication).

Proposed actions

Action 3

Together with the Neolaia alliance, create and develop infrastructure compatible with FAIR principles.

GAP Principle(s)

(-/+) 3. OPEN SCIENCE

Timing (at least by year's quarter/semester)

2027 3rd quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	The Open Science Policy compatible with FAIR principles adopted and officially approved by the Directorate or Academic Council. At least two datasets on ŠVK research created and published in the Neolaia Open Data Repository.

Proposed actions

Action 4

Develop and implement an action plan to fulfil NEOCharter commitments, including a mechanism to ensure gender equality.

GAP Principle(s)

(+/-) 4. GENDER EQUALITY

(-/+) 5. EMBRACING DIVERSITY

Timing (at least by year's quarter/semester)

2027 2nd quarter

Responsible Unit	Indicator(s) / Target(s)
Faculty of Health Care	The Gender Equality Mechanism officially approved by the Directorate or Academic Council.

Proposed actions

Action 5

Develop guidelines for virtual research partnerships, including remote seminars, remote participation in research groups, and remote visits.

GAP Principle(s)

(+/-) 7. FREE CIRCULATION OF RESEARCHERS

Timing (at least by year's quarter/semester)

2027 4th quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	The guidelines for virtual research partnerships officially approved by the Directorate or Academic Council.

Proposed actions

Action 6

Develop and implement sustainable research policy, including initiatives to reduce emissions.

GAP Principle(s)

Timing (at least by year's quarter/semester)

(-/+) 8. SUSTAINABILITY OF RESEARCH

2027 1st quarter

Responsible Unit	Indicator(s) / Target(s)
Activities Planning and Management Unit	Sustainable research policy officially approved by the Directorate or Academic Council.

Proposed actions

Action 7

To improve the certification process for teachers and researchers by including criteria for assessing social impact, innovation development, and the popularisation of science, as well as by introducing a transparent procedure for submitting feedback and appeals.

GAP Principle(s)

(-/+) 9. RESEARCHERS' ASSESSMENT

(-/+) 10. RECRUITMENT

(-/+) 11. SELECTION

Timing (at least by year's quarter/semester)

2026 4th quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	1. Qualification requirements for positions of teachers and researchers updated and officially approved by the Academic Council. 2. Procedure for certification and selection of teachers and researchers updated and officially approved by the Academic Council.

Proposed actions

Action 8

To improve conditions for foreign researchers applying for positions at ŠVK.

GAP Principle(s)

(-/+) 9. RESEARCHERS' ASSESSMENT

(-/+) 10. RECRUITMENT

(-/+) 11. SELECTION

Timing (at least by year's quarter/semester)

2026 4th quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	1. Qualification requirements for positions of teachers and researchers as well as Procedure for certification and selection of teachers and researchers translated into English and published in the English version of the website. 2. One staff member assigned to work with Euraxess platform.

Proposed actions

Action 9

To develop and implement a formal mentoring and career guidance system based on the Marie Skłodowska-Curie Actions Guidelines on Supervision.

GAP Principle(s)

Timing (at least by year's quarter/semester)

(-/+) 12. CAREER PROGRESSION

(-/+) 18. CAREER DEVELOPMENT AND ADVICE

(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT

2027 4th quarter

(--) 20. SUPERVISION AND MENTORING

Responsible Unit	Indicator(s) / Target(s)
Activities Planning and Management Unit	1. A mentoring and career guidance system established and officially approved by the Directorate. 2. At least three ŠVK early-stage researchers participating in ESR Mentorship Programme coordinated by Neolaia Alliance.

Proposed actions

Action 10

To improve feedback opportunities for researchers regarding working conditions, funding, and salaries.

GAP Principle(s)

(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES

Timing (at least by year's quarter/semester)

2027 1st quarter

Responsible Unit	Indicator(s) / Target(s)
Activities Planning and Management Unit	A procedure for submitting and reviewing suggestions and complaints established and officially approved by the Directorate.

Proposed actions

Action 11

Introduce measures to support employment security and stability.

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES	
(+/-) 14. STABILITY OF EMPLOYMENT	2027 3rd quarter
(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS	

Responsible Unit	Indicator(s) / Target(s)
Activities Planning and Management Unit	At least two public legal consultations on employment security and stability provided for the entire community of researchers.

Proposed actions

Action 12

Develop and implement a knowledge security policy that provides guidelines for cybersecurity, backup, data recovery, and incident management.

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

2027 2nd quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	Knowledge security policy established and officially approved by the Directorate.

Proposed actions

Action 13

Implement automated backup system to enable efficient recovery in the event of research data loss or an IT incident.

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

2027 2nd quarter

Responsible Unit	Indicator(s) / Target(s)
Activities Planning and Management Unit	Automated data backup system implemented.

Proposed actions

Action 14

Ensure that research projects have a risk management plan that includes IT disaster and cyberattack scenarios, along with actions to address them.

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS	2027 3rd quarter

Responsible Unit	Indicator(s) / Target(s)
Activities Planning and Management Unit	Risk management plans implemented for at least 75 percent of research projects.

Proposed actions

Action 15

Ensure copyright protection for research outputs, balancing open access with intellectual property protection.

GAP Principle(s)	Timing (at least by year's quarter/semester)
(-/+) 16. DISSEMINATION AND EXPLOITATION OF RESULTS	2026 4th quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	Rules for the management, use, and disposal of intellectual property updated and officially approved by the Academic Council.

Proposed actions

Action 16

Implement a programme to promote intersectoral and interinstitutional mobility through internal calls for short-term internships in business companies and research centres, and establish short-term internship scholarships.

GAP Principle(s)

(-/+) 6. THE RESEARCHER

(-/+) 17. VALUING DIVERSE RESEARCH CAREERS

Timing (at least by year's quarter/semester)

2027 3th quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	Intersectoral and interinstitutional mobility promotion programme established and officially approved by the Directorate.

Proposed actions

Action 17

Create an internal competence development programme based on the European Competence Framework for Researchers (ResearchComp).

GAP Principle(s)

(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Timing (at least by year's quarter/semester)

2027 4th quarter

Responsible Unit	Indicator(s) / Target(s)
Studies and Science Coordination Unit	At least 20 researchers successfully completed the internal competence development programme based on the European Competence Framework for Researchers (ResearchComp).

Proposed actions

Action 18		**Timing (at least by year's quarter/semester)**
Ensure the transparent and fair selection of the most suitable candidates.	**GAP Principle(s)**	
	(-/+) 11. SELECTION	2027 4th quarter

Responsible Unit	**Indicator(s) / Target(s)**
Studies and Science Coordination Unit	Updated and approved candidate selection criteria for cases where two or more candidates with equal competence and research output (e.g. the same number of publications with the same impact factor) apply (part of the Procedure for Certification and Selection of Teachers and Researchers).

Unselected principles:

The establishment of an open recruitment policy is a key element in the strategy for the implementation of the principles of the European Charter for Researchers. Please also indicate how your organisation will use the OTM-R toolkit and how you intend to implement / are implementing the principles of OTM-R. It is helpful to include a brief commentary demonstrating this implementation even if there is some overlap with the actions listed above. If this is the case, please link the OTM-R checklist with the overall action plan (max. 1000 words).*

The actions outlined in the OTM-R checklist are directly linked to the ŠVK Action Plan. ŠVK will use the OTM-R Toolkit to improve the recruitment processes in all three phases:

1. Advertising and application phase: