

MENTORING PLAN FOR EMERGING GROUPS 2024-2028

RECORD OF CHANGES SINCE LAST VERSION		
Version	Date	Modification
3	March 2020	Update of target group, review of actions and inclusion of new monitoring indicators.
4	August 2024	Update of related Plans and actions implemented.

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1. INTRODUCTION

The Fundación Jiménez Díaz Health Research Institute (IIS-FJD) is a research institute with a long history in the scientific field. Officially created in December 2009, relations between its member entities had already been consolidated in the years leading up to this. As a result of this close collaboration, the IIS-FJD was accredited as a Health Research Institute in 2010. This accreditation was renewed in 2015 and, subsequently, in 2021.

Since its foundation, the IIS-FJD has been clearly committed and oriented towards promoting and helping to develop groups and professionals who may have less experience but possess great potential and capacity for growth in the scientific sphere, the so-called **emerging groups and researchers**.

As stated in the statutes of the IIS-FJD Foundation, in the charter of the Foundation, dated 11 December 2014, its aims include *“to promote and develop research and researcher training programmes and projects, with special attention to the scientific training of professionals in research methodology and the needs of the Primary Care field”*. This role is also included in the “Agreement for the development of the activity of the Fundación Jiménez Díaz Health Research Institute”, signed on 18 May 2021, which formalises the current organisation of the IIS-FJD. Therefore, one of its aims and activities is to promote the training and development of new professionals to increase and strengthen the Institute’s critical research mass.

In 2023 the new IIS-FJD Strategic Plan for the period 2024-2028 was approved and presented. Aware of the importance of providing the necessary tools and initiatives to the institution’s emerging researchers and groups to facilitate their progress and scientific development, the IIS-FJD has defined Action Plan 1.3 “Plan for the consolidation of groups with potential for development” which, among other action plans, responds to the Institute’s Strategic Objective 1 for this period: “To promote SCIENTIFIC EXCELLENCE, by generating synergies and integration among the Institute’s research groups, providing the necessary spaces, infrastructures and resources”.

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In this context, and considering the above, the IIS-FJD considers it essential to have a series of structured, planned initiatives that enable the scientific development and consolidation of researchers destined to lead the generational replacement in the institution in the coming years.

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2. OBJECTIVES OF THE MENTORING PLAN FOR EMERGING GROUPS

The main objective of the **Mentoring Plan for Emerging Groups** is to provide a tool to foster the development of researchers with the capacity for progress.

Emerging researchers/research groups arise at the IIS-FJD either through the incorporation of external groups into the IIS-FJD or through the development of new groups based on researchers previously incorporated into consolidated groups that are acquiring scientific maturity. In both cases, a Mentoring Plan for emerging researchers/groups is necessary to support their progress, and facilitate their administrative and institutional stability, as well as providing experience and resources to develop their activity with guarantees of success.

For this reason, the IIS-FJD implements mentoring actions, defining support measures for groups that are in a development stage, and promoting their growth and the alignment of research fields with the strategic areas of the Institute, to increase and attract a critical mass of quality research that guarantees their future sustainability.

A series of partial objectives have been defined to achieve the main objective of contributing to the development and improvement of emerging research groups:

- To attract and support external researchers and researchers in training who make up the IIS-FJD, in order to grow as an Institute.
- To leverage the activity initiated by emerging researchers/research groups in order to increase the number of research lines with a stable source of funding.
- To encourage collaboration between groups and researchers from the Institute itself or its environment.
- To promote the quality and production of lines of research considered to be a priority for the Institute.

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3. MAIN TARGET GROUP

Since their creation, the IISFJD's research groups have been organised, based on the recommendation of the CCEXT, in broad groups that bring together different lines of research, with different leaders and different principal investigators, including those who meet the condition of emerging researchers. On a formal basis, we do not have emerging groups, but rather emerging researchers in consolidated groups.

An emerging researcher/group is defined as a recently created researcher or group with development potential, which has acquired a level of independence, with scientific output that does not meet the criteria of a consolidated researcher/group and whose lines of research are aligned with the strategic areas defined by the IIS-FJD Scientific Plan.

At the IIS-FJD, emerging researchers/groups are those included in any of these cases:

- Newly incorporated doctoral research staff with their own research activity (own lines, or project PIs) within a consolidated group.
- Research staff whose incorporation into the IIS-FJD is through the Miguel Servet, Ramón y Cajal or any other equivalent public call.
- Doctoral clinicians who join research in any of the areas prioritised in the scientific structure. Newly created groups that join the IIS-FJD from other centres or by reinsertion.
- Researchers previously integrated in a consolidated research group who have sufficient maturity and experience to constitute their own line of research.

In addition, they must have independently obtained funding for their first project in public competitive calls at national level in the last three years, or accredit stable research activity, and in the last five years have secured at least 2 research projects in public competitive calls, at regional level, with authorship (as first, last or corresponding author) in publications of proven quality in their field of study.

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Research staff meeting these criteria will be classified with the R3 research profile according to the descriptive document of the IIS-FJD staff register. Emerging researchers/groups must carry out their research within one of the six strategic research areas defined in the IIS-FJD or in other areas of potential interest, if so, decided by the competent management bodies. Likewise, in certain cases these researchers/groups may be supervised not only by the IIS-FJD's scientific management structure, but also more directly by a consolidated group.

A procedure is in place for the evaluation of research groups, including emerging groups belonging to the IIS-FJD, to check that they meet the scientific and strategic quality criteria established by the governing bodies.

The evaluation process starts with the report issued by the Research Committee after the evaluation of the scientific activity. Subsequently, the External Scientific Committee issues a report that is submitted to the Board of Directors for approval and, finally, this report is submitted to the Board of Trustees for ratification.

This process assesses both the scientific quality of the group and the timeliness of the line of research in relation to the thematic areas of the IIS-FJD, and develops in two stages:

- STAGE 1:
 - Recent scientific contributions of the research group.
 - Capacity to generate competitive funds.
- STAGE 2:
 - Relevance and timeliness of the group's research activity for the strategic research areas of the IIS-FJD.

The following is a quantification of the emerging researchers/groups that have been active in 2024

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PI Emerging	Areas	Research groups	Centre	Gender	Clinical/Basic
5	Cancer	2	HUFJD (5)	3 W / 2 M	4 Basic / 1 Clinical
5	Infectious, Inflammatory and Chronic Diseases	3	HUFJD (5)	4 W / 1 M	5 Basic
6	Renal, Metabolic and Cardiovascular Diseases	2	HUFJD (6)	4 W / 2 M	5 Basic / 1 Clinical
2	Genetics and Genomics	1	HUFJD (2)	1 W / 1 M	1 Basic / 1 Clinical
1	Neurosciences	1	HURJC (1)	1 M	1 Clinical
9	Healthcare Technology and Innovation	5	CIEMAT (2), HUFJD (6), UAM (1)	3 W / 6 M	4 Basic / 5 Clinical
Summary					
28	6	14	CIEMAT, HUFJD, HURJC, UAM	15 W / 13 M	18 Basic / 10 Clinical

As of 1 July 2024, the IIS-FJD emerging researchers/groups are as follows:

Name	Contracting Entity	Centre where the activity	Research Group	Scientific Area	Research Profile
Del Río Machín, Ana	IIS-FJD	HUFJD	Haematology	Cancer	R3
Antonio Martín, Beatriz A.	IIS-FJD	HUFJD	Haematology	Cancer	R3
Cristobal Yoldi, Ion	HUFJD	HUFJD	Medical Oncology	Cancer	R3
Lamarca Lete, Angela	HUFJD	HUFJD	Medical Oncology	Cancer	R3
Martínez Useros, Javier	IIS-FJD	HUFJD	Medical Oncology	Cancer	R3
Cañas Mañas, José Antonio	IIS-FJD	HUFJD	Allergy and Immunology	Infectious, Inflammatory and Chronic Diseases	R3
Martín Lorenzo, Marta	IIS-FJD	HUFJD	Allergy and Immunology	Infectious, Inflammatory and Chronic Diseases	R3

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García Quintanilla, Meritxell de Jesús	IIS-FJD	HUFJD	Microbiology:	Infectious, Inflammatory and Chronic Diseases	R3
Herencia Bellido, Carmen	IIS-FJD	HUFJD	Rheumatology and Bone Metabolism	Infectious, Inflammatory and Chronic Diseases	R3
Mediero Muñoz, Aránzazu	IIS-FJD	HUFJD	Rheumatology and Bone Metabolism	Infectious, Inflammatory and Chronic Diseases	R3 to R4
Cortés Canteli, Marta	IIS-FJD	HUFJD	Cardiology	Renal, Metabolic and Cardiovascular Diseases	R3
Mas Fontao, Sebastián	IIS-FJD	HUFJD	Nephrology and Hypertension, Vascular Pathology and Diabetes	Renal, Metabolic and Cardiovascular Diseases	R3
Méndez Barbero, Nerea	IIS-FJD	HUFJD	Nephrology and Hypertension, Vascular Pathology and Diabetes	Renal, Metabolic and Cardiovascular Diseases	R3
Oller Pedrosa, Jorge	IIS-FJD	HUFJD	Nephrology and Hypertension, Vascular Pathology and Diabetes	Renal, Metabolic and Cardiovascular Diseases	R3
Pérez Gómez, María Vanessa	HUFJD	HUFJD	Nephrology and Hypertension, Vascular Pathology and Diabetes	Renal, Metabolic and Cardiovascular Diseases	R3

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Rayego Mateos, Sandra	IIS-FJD	HUFJD	Nephrology and Hypertension, Vascular Pathology and Diabetes	Renal, Metabolic and Cardiovascular Diseases	R3
Ávila Fernández, Almudena	HUFJD	HUFJD	Genetics and Genomics of Rare and Complex Diseases	Genetics and Genomics	R3
Mínguez Paniagua, Pablo Alberto	IIS-FJD	HUFJD	Genetics and Genomics of Rare and Complex Diseases Unit: Bioinformatics	Genetics and Genomics	R3
Porras Segovia, Alejandro	HURJC	HURJC	Psychiatry and Mental Health	Neurosciences	R3
Aguirre Bueno, Juan	UAM	UAM	Development and Innovation in Medical Engineering	Healthcare Technology and Innovation	R3
Alejandro Alba, Nicolás	HUFJD	HUFJD	Innovation in Ophthalmology	Healthcare Technology and Innovation	R3
Santos Oviedo, Arnaldo de Jesús	HUFJD	HUFJD	Medical and Surgical Innovation	Healthcare Technology and Innovation	R3
Herreros Marcos, María Dolores	HUFJD	HUFJD	Research in New Therapies	Healthcare Technology and Innovation	R3

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Sánchez de Molina Rámperez, María Luisa	HUFJD	HUFJD	Research in New Therapies	Healthcare Technology and Innovation	R3
Villarejo Campos, Pedro	HUFJD	HUFJD	Research in New Therapies	Healthcare Technology and Innovation	R3
Minguillón Pedreño, Jordi	CIEMAT	CIEMAT	Advanced Therapies (CIEMAT)	Healthcare Technology and Innovation	R3
Torres Ruiz, Raúl	CIEMAT	CIEMAT	Advanced Therapies (CIEMAT)	Healthcare Technology and Innovation	R3
López Fernández, Olatz	HUFJD	HUFJD	Research in New Therapies / Psychiatry Mental Health	Healthcare Technology and Innovation	R3

Evolution of emerging researchers/groups in the period 2019-2024

- 1) Percentage of emerging researchers/groups in consolidated and associated clinical groups.

2019	2020	2021	2022	2023	2024
27.03% (10 of 37 groups) (27+10)	30% (12 of 40 groups) (28+12)	28.2% (11 of 39 groups) (28+11)	30.95% (13 of 42 groups) (29+13)	30.95% (13 of 42 groups) (29+13)	32.500% (14 of 42 groups) (29+14)

For the calculation, an emerging group will be any group that has at least one emerging researcher; in the denominator, this number of emerging groups will be added to the number of research groups of the IIS-FJD).

- Numerator: number of emerging researchers in consolidated and associated clinical groups.
- Denominator: number of emerging researchers in consolidated and associated clinical groups plus number of consolidated and associated clinical groups.

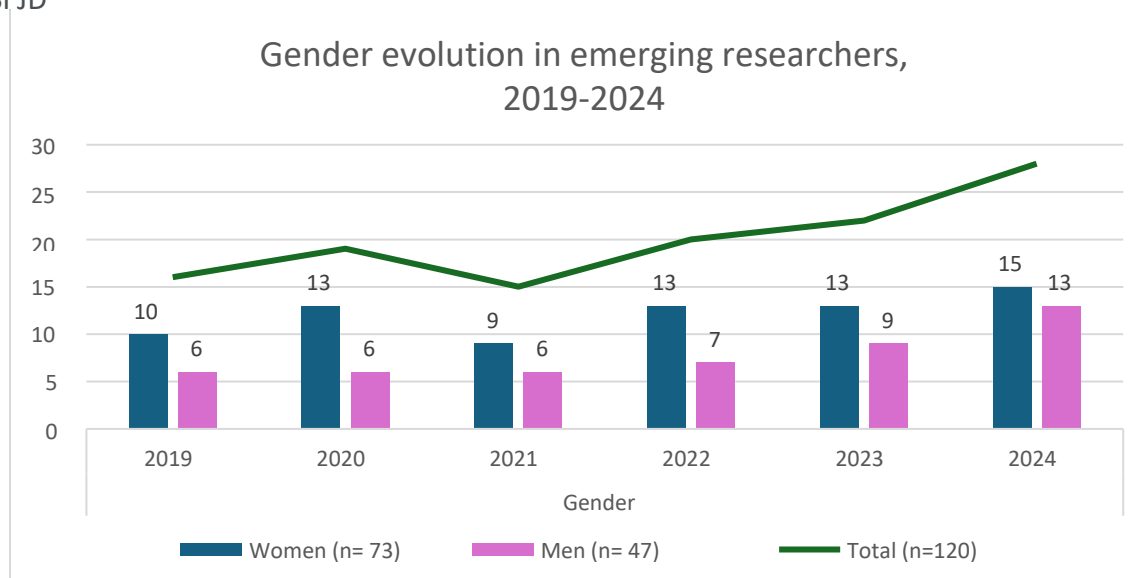
Comparison of gender, clinical-basic and centre of activity in the period 2019-2024

	2019		2020		2021		2022	
No. of consolidated and clinical groups associated with emerging researchers	10		12		11		13	
No. of emerging researchers in consolidated and associated clinical	16		19		15		20	
Gender	Female	Man	Female	Man	Female	Man	Female	Man
	10	6	13	6	9	6	13	7
Basic / Clinical	Basic	Clinical	Basic	Clinical	Basic	Clinical	Basic	Clinical
	9	7	12	7	11	9	11	9
							CIEMAT, HUFJD,	

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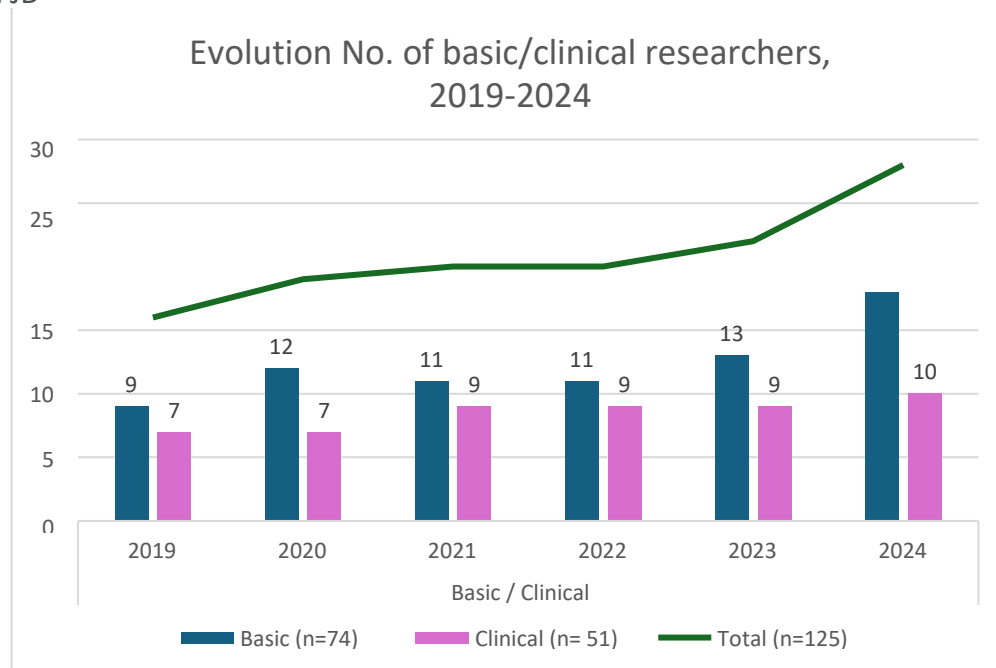
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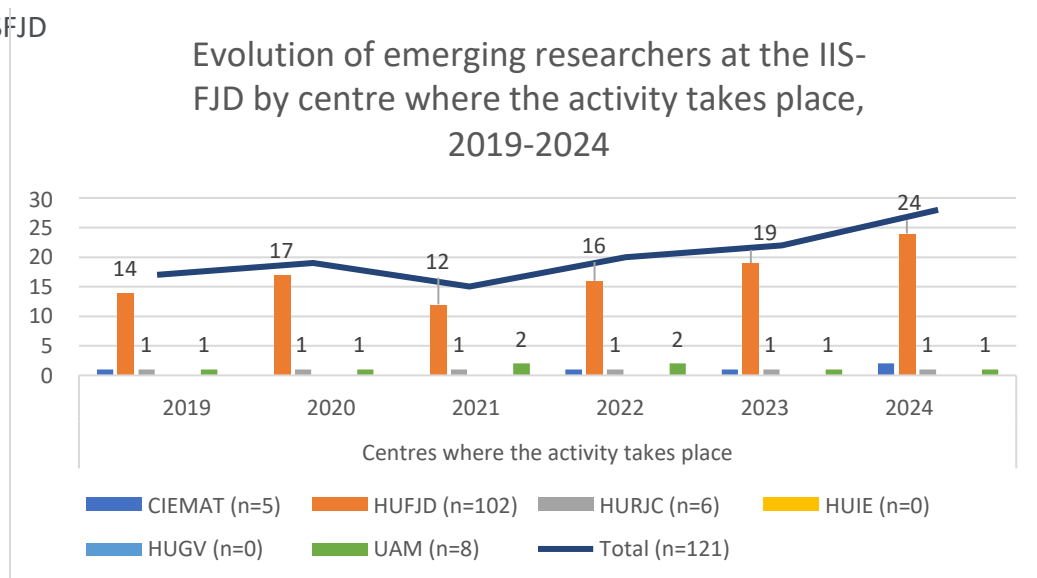
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The research profile of emerging researchers is reviewed annually according to the following criteria:

Research workers who complete the Miguel Servet, Ramón y Cajal, or equivalent programme, once evaluated according to the scale established by the ISCIII for the stabilisation of Miguel Servet contracts, become stable staff, and therefore, consolidated researchers and group leaders, acquiring the R4 profile. Research staff completing their first FIS project would cease to be emerging researchers and maintain their R3 profile. These workers will become group leaders, with the R4 profile, when the following criteria are met after 5 years they have their own line of research backed up by publications as senior researchers, their own group with staff and their own competitive research projects.

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4. MENTORING ACTIONS FOR EMERGING GROUPS

The main objective of the Mentoring Plan for Emerging Groups is to offer these researchers/groups the initiatives and tools required to promote their scientific development and achieve a consolidation of their research that is sustainable over time.

In this line, the following initiatives are presented:

- Consultancy services from Support Service Managers.
- Training for emerging groups and researchers.
- Researcher stability.
- Consultancy services for researchers in the process of stabilisation.
- Promoting collaboration with other groups.
- Attracting new researchers.
- Financial support for emerging researchers/groups.
- Call for doctoral theses' awards.

4.1. Consultancy services from Support Service Managers

The Institute has research support structures at the service of emerging researchers/research groups. Additional support services are particularly promoted, including:

- Project feasibility analysis.
- Methodological, ethical and legal consultancy services.
- Collaboration and support in the drafting of the scientific project.
- Assistance in the presentation of funding applications to achieve stable funding for emerging lines of research.
- Assistance in the search for, collection and analysis of scientific-technological information to support the restructuring and redefinition of scientific projects.

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- Guidance on staff recruitment policy: recruitment of technicians and nurses to support the research activity of emerging researchers/groups.
- Advice on the dissemination of results.

In order to improve the rate of projects led by emerging researchers/groups, relative to their number, and therefore the percentage of income from these researchers/groups, specific searches will be carried out for calls for grants that are suitable to the lines of research of these researchers/groups, who will be actively informed about the support services provided by the Research Management Area, the Methodology and Biostatistics service and the UICEC. Management will hold meetings with these researchers/groups in order to identify specific problems in each case and establish suitable specific measures.

4.2. Training for emerging groups and researchers

This initiative, included in the Mentoring Plan for Emerging Groups, is also part of the IIS-FJD's general Training Plan, which includes a global review of all the training offered by the Institute to its professionals, from undergraduate training to continuing education for more senior researchers.

Specifically, there are a series of courses and initiatives aimed at promoting the growth of emerging IIS-FJD researchers/groups and increasing their capabilities.

Some of the Research Methodology courses must be completed on a compulsory basis in the first two years of the researcher/group joining the IIS-FJD, to ensure basic knowledge among all professionals.

In addition, the active participation of researchers as speakers at IIS-FJD seminars and conferences is compulsory, at least during the first year of their joining the institute.

Regarding new researchers undergoing specialised healthcare training (Hospital residents), the Scientific Directorate of the Institute holds an annual conference for new residents joining the Fundación Jiménez Díaz University Hospital. The conference is called "Research at the Fundación Jiménez Díaz" and deals with topics related to the foundations of the research carried out at the Institute, so that residents become familiar with and trained in scientific aspects from the outset.

To complement this training, the Scientific Directorate also organises another annual

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conference: “Research at the HUFJD from a bird’s eye view”, consisting of a theoretical-practical seminar on research methodology. This course is aimed at researchers with a more junior profile, and seeks to reinforce their knowledge and skills in the field of research.

4.3. Researcher stability

The IIS-FJD mainly takes on, as consolidated groups, those researchers or groups/researchers from ISCIII programmes (Miguel Servet and others) and from the Ministry of Science, Innovation and Universities (Ramón y Cajal and others), which are approved by the funding agency after external evaluation.

The corresponding part not covered by the funding agency is financed by the IIS-FJD, provided that the acceptance criteria are met.

The Institute supports emerging researchers at the end of the grants of which they are beneficiaries (Miguel Servet, Ramón y Cajal and similar); the IIS-FJD assumes the responsibility and commitment to help secure the stability of these professionals and integrate them into its staff as permanent staff in its organisation. To this end, when their grant period finishes, their scientific output is subjected to an evaluation according to the procedure “Evaluation of researchers’ scientific output”. The IIS-FJD, in accordance with the recommendations of its External Scientific Committee, and based on the evaluation criteria of other institutions, has developed a range of scores, following scientific criteria, which allow candidates to be assigned to one of three defined levels:

- A: scores between 100-76; their immediate stabilisation will be proposed, and from that moment on they will become staff contracted by the institution.
- B: scores between 75-55; a four-year contract will be proposed, renewable annually, and their evaluation will be reconsidered at the end of this period.

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- C: score between 55 and 0; not eligible for funding.

The final decision will depend on the strategic and financial situation of the IIS-FJD each year.

This measure makes it possible to consolidate, and support over time, the scientific trajectory of researchers to whose future the IIS-FJD is committed.

4.4. Consultancy services for researchers in the process of stabilisation

As mentioned in the previous section 4.3, the IIS-FJD is committed to researchers who already have a track record in the scientific field and who have great potential to consolidate their professional career in the coming years. For this reason, it provides these professionals with all the necessary tools to guarantee an optimal research career.

The main initiative aimed at guaranteeing the correct scientific projection of researchers with potential is consultancy services from the Institute, directed at correcting possible deviations identified during the life of the scientific consolidation grants (Miguel Servet, Ramón y Cajal contracts, etc.).

To this end, in cases where difficulties or potential problems are identified in the development of the research of these professionals, the IIS-FJD works to find alternatives and solutions to achieve the proposed research objectives and obtain the best possible rating in the final evaluation of these grants.

4.5. Promoting collaboration with other groups

In order to encourage collaboration between emerging researchers/groups and other groups, work meetings are held between researchers/research groups with the aim of finding common lines of activity between potential emerging researchers/groups and groups with a longer research track record, as well as with potential research groups identified in the analysis of the Institute's environment.

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In this sense, the main activity developed in the context of this initiative are the annual conferences held at institutional level (called “Annual meeting of areas and groups of the IIS-FJD”), in which the Institute’s research groups participate and are given a voice, the latest edition of which was held in March 2019. Each of the Coordinators of the Research Areas present the activities carried out and the challenges for the future, after which the research groups deliver their own presentations with the aim of identifying possible collaborations and synergies across all levels and by all researchers.

Regular meetings are also held independently in the research areas to organise and plan future lines of research, involving both consolidated groups and emerging researchers/groups as a reinforcement measure in this line of fostering collaboration with other research groups. As a result of these meetings, collaborative projects can be designed to promote the scientific activity of researchers with less scientific experience.

4.6. Attracting new researchers

In order to attract new talent that will allow the continuity of the level of excellence of the research carried out in the framework of the IIS-FJD, and therefore guarantee generational turnover, the Institute will incorporate new researchers to its staff, within the framework of this plan. The IIS-FJD participates annually in calls for proposals for the incorporation of research staff from the ISCIII (Miguel Servet), the State Research Agency (Ramón y Cajal and Juan de la Cierva), and the Ministry of Education, Science and Universities of the Community of Madrid (“César Nombela” grants to attract research talent), depending on budget availability. The project management unit specifically disseminates these calls for proposals for this purpose. The Research Committee assesses the applications received in accordance with the assessment criteria of the successive calls published by the funding bodies, also including strategic criteria for assessing the lines of research presented, in accordance with the Institute’s global strategy as set out in its Strategic Plan, and particularly in the institution’s Scientific Plan.

4.7. Financial support for emerging researchers/groups

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This grant is aimed at developing the research work of the emerging researcher/group in its incorporation into the IIS-FJD and will always be complementary to the external funding that the emerging researcher/group must accredit.

The complementary nature of this grant ensures, on the one hand, that the scientific evaluation has been carried out externally to the IIS-FJD, and on the other, the economic sustainability of the researcher/group.

In order to be eligible for these grants, the criteria for emerging researcher/group must be met and the following aspects will be assessed:

- Scientific trajectory of the emerging group or researcher.
- Strategic value of the group for the IIS-FJD.
- Previous funding obtained.

The grants offered in the context of this initiative include the co-funding of the costs of carrying out research projects, the acquisition of small equipment and infrastructures required for the development of their scientific activities, and, in some cases, it may be possible to supplement salaries to reach the amounts established by the institution.

Applications will be evaluated by members of the Research Committee, and the result of this evaluation must be ratified by the members of the IIS-FJD Governing Council and the Board of Trustees of the IIS-FJD Foundation.

4.8. Call for doctoral thesis awards

The IIS-FJD is committed to the development of its junior researchers across all levels. The work carried out in this area not only involves researchers in the process of stabilisation and resident doctors who wish to begin their scientific careers, but also rewards and promotes the highest quality projects within the institution.

The Institute's main initiative is the Fundación Jiménez Díaz – Call for Research Awards. These awards are aimed at researchers who have completed their doctoral thesis at the Institute in the year prior to the year of the call.

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The award in each category (clinical biomedical and experimental biomedical) is of a fundamentally scientific nature. Therefore, the following are valued: the quality and scientific relevance of the research carried out, the quality of the publications generated by the research work and its biomedical impact for the Fundación Jiménez Díaz.

Each of these awards are endowed with an amount of 2,000 Euros for the recognition of the research activity of the awardee, which is reflected in the presentation of the doctoral thesis during the previous year.

This initiative promotes the production of doctoral theses of high impact and relevance in the context of the IIS-FJD, increasing the competitiveness and quality of professionals starting their scientific careers.

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5. NEW PLANNED ACTIONS

The aim of this Mentoring Plan for Emerging Groups is, on the one hand, to reflect all the activities and initiatives implemented and being developed by the Institute to promote the growth and training of researchers with the greatest potential for scientific development in the coming years.

But, on the other hand, it has also served as a reflective exercise to plan a series of initiatives that will be gradually developed and implemented in future years with the aim of further consolidating the IIS-FJD's emerging researchers/groups.

These initiatives are the following:

- Consolidation of consultancy services to emerging researchers/groups.
- Increased specific training for emerging researchers/groups.
- Establishment of regular meetings with emerging researchers/groups.
- Promoting professional careers at the IIS-FJD.

These initiatives are, in turn, reflected in the Institute's two main forward-looking documents: its 2024-2028 Strategic Plan and the Action Plan to implement the HRS4R European Human Resources Strategy.

5.1. Consolidation of consultancy services to emerging researchers/groups

Included both in the Institute's Strategic Plan and among the activities to be developed in the context of the HRS4R Strategy of the IIS-FJD, one of the main initiatives to be implemented by the organisation to promote the development of emerging researchers/groups is the consolidation of consultancy services for these professionals. This action makes it possible to take advantage of the knowledge and experience of the research groups with the longest track records in the scientific field, who are primarily responsible for guiding those researchers with the greatest potential for development.

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A Mentoring Plan has been drawn up for this purpose in the context of the implementation of the HRS4R strategy in the coming years. This plan will facilitate the use of better information and communication channels between emerging researchers/groups and the Institute's consolidated groups, with the aim of fostering their growth and minimising possible deviations and obstacles identified during their scientific career.

5.2. Increased specific training for emerging researchers/groups

The IIS-FJD currently has a Training Plan that encompasses training across all existing levels: undergraduate training, postgraduate training, specialised healthcare training and continuing education, training of IIS-FJD research staff (permanent staff), research training aimed at Primary Care professionals, as well as Seminars, Conferences and Scientific Meetings.

In this context, one of the actions on which the Institute will focus in the coming years is the generation of a larger specific training portfolio aimed at its groups and researchers with the greatest potential for growth.

To this end, surveys will be carried out to identify training needs, in which these groups and researchers can express their interests, so as to optimise training resources and be of use to emerging researchers/groups.

Specific courses to be given to emerging groups and researchers in the coming years will be developed based on the needs identified and the future development interests of the institution itself.

5.3. Establishment of regular meetings with emerging researchers/groups

One of the main critical aspects in the development and increase of scientific quality is the capacity of research groups to relate and collaborate. Identifying and consolidating synergies between complementary groups is key to improving the activity developed and raising the profile of this research amidst other work.

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For this reason, one of the actions scheduled for development in the coming years by the IIS-FJD is the establishment of regular meetings between the researchers/emerging groups themselves and between the latter and the Management. The purpose of these meetings will be to identify possible areas of collaboration with other related groups, in order to increase and diversify the scientific activity of these professionals.

This activity will be complementary to the initiative set out in section 5.1 of this document, in the context of the Mentoring Plan which is scheduled to start in 2025.

5.4. Promoting professional careers at the IIS-FJD

The last initiative scheduled to be developed in the coming years in the context of the Mentoring Plan for Emerging Groups is the promotion of a professional career aimed at all researchers at the Institute interested in developing their scientific career at the IIS-FJD.

Also linked to the actions planned in the HRS4R human resources strategy, the IIS-FJD Foundation is working on defining the professional categories and the standards required to access each of them, and drawing up salary tables together with the IIS-FJD Works Council, with the aim of informing all researchers joining the Institute of the possibilities for development and promotion that exist to consolidate their position in the scientific structure. Work is also being carried out on the implementation of the IIS-FJD Equality Plan.

The IIS-FJD has already made progress in this regard currently. As stated in section 4.3 of this Mentoring Plan for Emerging Groups, the Institute has a route for stabilising researchers with high scientific potential. However, the goal is to extend a common professional career model across all levels of the organisation.

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6. PLAN EVALUATION INDICATORS

The main tool for the monitoring and evaluation of all IIS-FJD activities is the current Strategic Plan, including a series of monitoring and result indicators for each of its Action Plans, which measure the effectiveness and results obtained from the implementation of each plan.

Action Plan 1.3 “Plan for the consolidation of groups with potential for development” indicates the activities to be developed and the objectives to be measured annually by the Institute in order to see the evolution of the implementation of the Mentoring Plan for Emerging Groups.

The specific indicators of this Mentoring Plan for Emerging Groups are set out below:

Monitoring indicators of the Mentoring Plan for Emerging Groups

- Percentage of emerging researchers/groups: at least 10% of the groups.
- Percentage of indirect costs for human resources training (including researchers/emerging groups): at least 20% of the annual indirect costs.
- Number of researchers in training: 20% of researchers in training (corresponding to profile R1 of the EURAXESS European research profile classification), at least 20 will have Euraxess R1 status.
- Percentage of PIs having Euraxess R2 and R3 status, disaggregated by gender: at least 15% of the PIs.

These indicators are measured annually by the Institute’s management structure and reviewed by the Scientific Directorate. In view of the results obtained, modifications may be made to the scope of the activities or new ones may be included to ensure the achievement of the objectives in subsequent years.

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7. DISSEMINATION CHANNELS FOR THE MENTORING PLAN

The Emerging Groups Mentoring Plan will be disseminated to the entire IIS-FJD community after its approval. The following channels are envisaged for this purpose:

- The Institute's Internal Communication Portal (SharePoint).
- Email distribution lists (Selective Dissemination of Information).
- Meetings within the framework of the prioritised research areas.

Subsequent reformulations will follow the same channels for dissemination as the initial plan, in order to ensure the correct dissemination of the Institute's current policy on the promotion and development of its emerging researchers/groups.

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8. ANNEXED DOCUMENTATION

- Mentoring plan for emerging groups 2020-2024.
- 2024-2028 IIS-FJD Strategic Plan.
- *HRS4R Action Plan*.
- Research Support Services explanatory document.
- 2024-2028 Training Plan.
- Mentoring Plan.
- Call for doctoral thesis awards.
- Procedure for the evaluation of research groups.
- Procedure for the evaluation of researchers' scientific output.