

## ACTION PLAN

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>ETHICS</b> <b>1. Research Freedom</b>	<b>ETHICS</b> <b>1. Research Freedom</b>			
Reconciling freedom of research and budgetary framework	<p>Develop and communicate on the governance and management of scientific programmes via the Steering Committees, programme expert committees, programme seminars, social network exchanges, etc.</p> <p>Set up a bottom-up internal call for proposals in line with the scientific strategy.</p>	<p>T4 2020</p> <p>T3 2021</p>	<p><b>DSRC</b> (Strategy, Research and Communication Directorate)</p> <p><b>DSRC, DOs</b> (Operational Directorates), DEV (Development Directorate)</p>	<p>Program communication media (agendas, reports, minutes) giving attention to transparency.</p> <p>Opening of the call for proposals.</p>
<b>2. Ethical principles</b>	<b>2. Ethical principles</b>			
Supporting ethics and scientific integrity policy	<p>Make documentation available (code and guide of ethics) that is visible and easily accessible on the BRGM website.</p> <p>Design a specific module on good research practices - as a complement to the training on publications - training that can be shared at the regional level.</p>	<p>T3 2021</p> <p>T4 2021</p>	<p>DSRC, <b>General Directorate</b></p> <p>DRH, <b>Deputy Director of Production</b></p>	<p>Documentation published on website.</p> <p>Number of scientists having attended the specific module "research ethics".</p>

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
	Make a specific internal communication on BRGM's ethics and anti-corruption code of conduct based on existing documents.	T2 2021	<b>Deontological &amp; anti-corruption referent</b>	Communication achieved: Yes/No.
<b>3. Professional responsibility</b>	<b>3. Professional responsibility</b>			
State of the art sometimes incomplete in studies and thesis proposals  Lack of formalism for the delegation of research work	Strengthen work on the state of the art for internal funding, particularly in the framework of exploratory projects. Evaluate the quality of the state of the art in thesis subject proposals. Examine state of the art actions in the framework of the public policy development support (PPDS) program: - develop PPDS projects analysing the state of the art - Include a state-of-the-art section in the PPDS reporting template. Draft a document for intervention requests with validation and appointment of contributors by Unit Managers for the desired tasks.	T4 2020 T4 2020 T4 2022 T1 2021	<b>DSRC, DOs, DEV</b> <b>DEV, DSRC</b> <b>DEV, Directorate of Territorial Actions</b> <b>DEV, General Directorate</b>	Opening of internal state of the art projects. Evaluations made  Drafting of proposals resulting from the study  Document prepared
<b>4. Professional attitude</b>	<b>4. Professional attitude</b>			
Heterogeneity of budget reporting  Better alignment of research activities with the scientific strategy	Create a process for programming research activity at BRGM, parallel to the M2 "programming the budget" process, to ensure greater transparency.  Improve the process for tracing offers and projects in relation to the Scientific Programmes and strategic challenges. Set up a justification process in relation to the strategic framework.	T4 2021  T4 2021	<b>DG, DSRC, Finance Department, Deputy Director of Production</b> <b>DSRC, DEV, DI, DF</b>	Flowchart of a research programming process integrated into the SMQE (Quality and Environmental Management System)

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>5. Contractual and legal obligations</b>	<b>5. Contractual and legal obligations</b>			
RAS				
<b>6. Accountability</b>	<b>6. Accountability</b>			
There is no effective centralised internal management of data traceability at BRGM.	<p>Organise systematic qualitative project reviews (Internally-funded Research) at the end of the project (feedback, valorisation).</p> <p>Integrate into the SMQE a process for managing the chain of information and samples at institution level (referencing, archiving of data and samples, ...) and budget for this process.</p> <p>Set up laboratory notebooks for research projects, signed by the appropriate supervisor, properly filled with basic experimental or field elements, archived and which can be presented upon request (internal or external).</p>	<p>T4 2021</p> <p>T4 2022</p> <p>T4 2022</p>	<p><b>DPs (Program Directors), DOs</b></p> <p><b>DOs, ARQ (Quality Risk Audit Department), DISN (Directorate of Digital Infrastructures and Services)</b></p> <p><b>DOs, DISN, ARQ</b></p>	<p>% of project reviews.</p> <p>Existence of laboratory and field notebook models.</p> <p>Number of laboratory and field notebooks available for research projects.</p>
<b>7. Good practice in research</b>	<b>7. Good practice in research</b>			
Many of the digital data produced by the projects are not stored	Updating the intranet page dedicated to the modalities of storage and backup of digital data. Study the development of an EAS (Electronic Archiving System): technical choice, budget planning and definition of organisational storage modalities for digital data.	<p>T4 2020</p> <p>T2 2022</p>	<p><b>DISN</b></p> <p><b>DISN, DSRC</b></p>	<p>Publication of the update</p> <p>EAS Planning</p>

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>8. Dissemination, exploitation of results</b>	<b>8. Dissemination, exploitation of results</b>			
<p>The external visibility of BRGM researchers is very limited.</p> <p>Strengthening BRGM's activity in open science and open data</p>	<p>Creation of ORCID accounts for all authors. Updating of the HAL-BRGM portal and the deposit of all publications in open access since 2000.</p> <p>Identification of resources from internal funds dedicated to the valorisation of work carried out in the form of review papers. Organising an annual event to promote BRGM's innovations. Publication of a bi-annual scientific report by the institution. Policy in favour of the visibility of BRGM senior researchers: support for chairing sessions at international conferences.</p> <p>Publish an annual summary of BRGM's progress in open data and open science in the annual review of the COP.</p> <p>Actions to raise awareness of open access journals by authors of scientific publications at BRGM</p>	<p>T4 2020</p> <p>T4 2020</p> <p>T4 2021</p> <p>T4 2020</p> <p>T2 2021</p> <p>T4 2021</p> <p>T2 2021</p>	<p><b>IST (Scientific and Technical Information Unit), DOs</b></p> <p><b>DPs, DSRC, DOs</b></p> <p><b>DEV</b></p> <p><b>DSRC</b></p> <p><b>DSRC</b></p> <p><b>DSRC</b></p> <p><b>DSRC</b></p> <p><b>DSRC, DOs</b></p>	<p>Number of ORCID accounts and % in relation to the number of publishers.</p> <p>Number of review papers.</p> <p>Event carried out. Publication of report. Number of sessions chaired by these BRGM researchers.</p> <p>Publication of the document and validation in CODIR.</p> <p>Proportion of publications in open access journals.</p>
<b>9. Public engagement</b>	<b>9. Public engagement</b>			
Insufficient resources for dissemination activities.	Develop a magazine focused on mediating BRGM's actions for society (replacing the "Lettre de la recherche" and Géorama).	T1 2021	<b>SCE (Communication and Publishing Department), DOs</b>	Indicators for monitoring press and digital communication feedback.

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
	Identify a specific budget for scientific dissemination with an annual programme at the institution level.	T4 2021	DSRC, SCE	Contribution time of researchers to scientific dissemination actions. (articles, The conversation, etc.).
<b>10. Non-discrimination</b>	<b>10. Non-discrimination</b>			
Persistence of sexist behaviour	Publish BRGM's gender equality policy on the BRGM website so that it is visible to the supervisory ministries, citizens and, above all, women likely to come and work at BRGM.	T4 2021	DRH	Text publication
<b>11. Evaluation/appraisal systems</b>	<b>11. Evaluation/appraisal systems</b>			
Evaluation criteria for research activities not clear	<p>Create a Working Group to define the procedure and relevant criteria for an evaluation system of the scientific production of researchers and experts and aligned with the good practices of research EPICs.</p> <p>Examine the evaluation of scientific activities at the team level (Unit, project).</p>	<p>T4 2022</p> <p>T4 2022</p>	<p>DG/DIR, DSRC, DRH, CODIR, Quality Environment Manager</p> <p>DG/DIR, DSRC, DRH, DOs</p>	<p>Recommendations of the Working Group and drafting of a "working method" quality assessment process.</p> <p>Feasibility note.</p>
<b>RECRUITEMENT</b> <b>12. Recruitment</b>	<b>RECRUITEMENT</b> <b>12. Recruitment</b>			
Better define the recruitment policy for scientists in the medium to long term	Develop a needs analysis methodology at the establishment level (need for a more prospective vision, more collegial approach, in line with the scientific strategy).	T4 2021	DG, DSRC, DRH, DOs	Document of synthesis of the needs for scientific skills. Validation by the CODIR and follow-up process.

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
	To facilitate the procedures for foreign candidates wishing to come and work in France, create dedicated administrative information pages in English on the BRGM website.	T4 2021	DRH, SG (General Secretariat)	Text publication.
<b>13. Recruitment</b>	<b>13. Recruitment</b>			
Adapting BRGM's recruitment procedures to the OTM-R approach	Specify in the job description the working conditions, career development and evolution prospects.  Publish all scientific positions open to external applicants in French and English on EURAXESS and other international portals (Nature Jobs, ResearchGate...). Set up regular monitoring of the OTM-R.	T4 2021  T1 2021  T3 2021	DRH  DRH  Quality Environment Manager, DRH	Publication in a visible and easily accessible location on the BRGM site. % of posts on EURAXESS.  Date last checked.
<b>14. Selection</b>	<b>14. Selection</b>			
Harmonisation of the recruitment procedure.	Create and implement OTM-R training for jury members.  To systematically ensure the presence of at least one expert in the field and ensure gender parity on the jury for all recruitments other than Directors.	T2 2021  T3 2020	DRH  DRH, DOs, DPs	% of jury members trained OTM-R. Composition of juries
<b>15. Transparency</b>	<b>15. Transparency</b>			
Adapting BRGM's recruitment procedures to the OTM-R approach	On the basis of the budget framework, a forecast of departures per year and the observatory of professions (specialities) of the strategic orientations: identification with validation by DG of the trend in terms of the number of positions available per profession for the current year. Define and publish recruitment procedures for doctoral students.	T1 2021  T1 2021	DG, DSRC, DRH  DSRC, DRH, Q/E Manager	Publication of job vacancy trends on the website.  Drafting of procedures.

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
	<p>Post BRGM's recruitment process, consistent with the OTM-R approach, on the website as well as career development prospects.</p> <p>Post information on BRGM's website on working conditions and the functioning of the institution.</p>	<p>T3 2021</p> <p>T1 2021</p>	<p>DRH, Q/E Manager</p> <p>DRH</p>	<p>Process published on BRGM website.</p> <p>Information on the website.</p>
<b>16. Judging merit</b>	<b>16. Judging merit</b>			
Improving the evaluation procedure when recruiting scientists	<p>Enhance the teaching activity at BRGM and take this into account during recruitment and career assessments.</p> <p>Take into account publications, the quality of publications and the concrete results of projects carried out.</p>	<p>T2 2021</p> <p>T2 2021</p>	<p>DRH, DSRC</p> <p>DSRC, DRH, DOs</p>	<p>Amending Position and Appraisal Master Records.</p> <p>Information prepared for evaluation procedures.</p>
<b>17. Variations in the chronological order of CVs</b>	<b>17. Variations in the chronological order of CVs</b>			
Improving the evaluation procedure when recruiting scientists	Raise awareness among jury members of the potential advantages of an atypical CV.	T3 2022	DRH	Information provided
<b>18. Recognition of mobility experience</b>	<b>18. Recognition of mobility experience</b>			
Improving the evaluation procedure when recruiting scientists	<p>Maintain a policy incentivising stays in another country or in another scientific institution. Integrate mobility as a positive criterion for recruitment and career development, particularly for levels R3 and R4 (see career map review).</p> <p>Promote mobility between scientific institutions as a criterion in evaluation procedures (recruitment and career development).</p>	<p>T4 2021</p> <p>T3 2020</p>	<p>DEV, DSRC, DOs, DRH</p> <p>DRH, DSRC</p>	<p>Number of stays/year and number of person/months per year.</p> <p>Number of exchanges/placements with scientific institutions.</p>
<b>19 Recognition of qualifications</b>	<b>19. Recognition of qualifications</b>			
RAS				

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>20. Seniority</b>	<b>20. Seniority</b>			
RAS				
<b>21. Postdoctoral appointments</b>	<b>21. Postdoctoral appointments</b>			
Support the development of the postdoctoral policy initiated in 2019	Set annual objectives for post-doctoral recruitment and encourage the integration of post-docs into major research projects (H2020 and ANR in particular). Integrate the post-doc charter into management training courses.	T1 2021	DG, DSRC, DF, DRH	Number of post-docs in the annual budget plan.
		T1 2021	DRH	Implementation.
<b>III. WORKING CONDITIONS</b>	<b>WORKING CONDITIONS</b>			
<b>22. Recognition of the profession</b>	<b>22. Recognition of the profession</b>			
Better clarify the Research and Expertise functions within the institution.	Encourage the creation of personal pages with the expertise of scientific staff on the BRGM intranet (to be extended to all staff) and in particular temporary staff (postdocs and PhD students).	T2 2022	DG, DSRC, DISN	Implementation of the expanded directory.
Ensure better visibility of temporary staff (doctoral students and post-docs)	Reinforce the visibility of temporary researchers in BRGM's internal and external communication (prizes, dedicated pages in the annual report, scientific review report, etc.).	T1 2022	DSRC, DOs	Implementation
<b>23. Research environment</b>	<b>23. Research environment</b>			
Improving the competitiveness of BRGM research	Make available the possibility of collective web pages, at the Unit scale, and highlighting all the scientific activities of the collectif.  Improving BRGM's performance through support to BRGM teams on administrative and financial engineering aspects and increased involvement in the various European initiatives and partnerships, particularly in the Community institutions.	T1 2022	DG, DSRC/SCE, Dos	Number of pages dedicated to collective expertise on BRGM website.
		T2 2023	DEV, DF, SG	Annual review and analysis of participation in the various Horizon Europe initiatives.



GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Upgrade scientific and technical infrastructure	Provide the scientific platforms (PLAT'INN, PRIME, Geothermal...) with governance and scientific roadmaps.  Prepare the construction and renovation of scientific buildings.	T1 2023  T1 2022	DOs, <b>DSRC</b> , SG  DG, <b>SG</b> , DSRC, DOs	Roadmap by scientific platform.  Acceptance of works for a renovated scientific laboratory building.
<b>24. Working conditions</b>	<b>24. Working conditions</b>			
Promote the quality of life at work as a factor of motivation and attractiveness (via work-life balance), give more flexibility, restore trust, generate commitment and motivation through greater flexibility in work organisation and working hours.	Guarantee part-time staff a workload commensurate with their working time.  Review the company agreement on working time management and teleworking.  Facilitate the reception of doctoral students co-supervised by BRGM (catering, accommodation, professional messaging and Internet connection services) during their stay at BRGM.	T3 2021  T2 2022  T3 2022	DOs, <b>DRH</b>  <b>DG</b> , DRH, Trade Unions <b>DSRC</b> , <b>SG</b> ,  DISN	Specific section in the Annual Evaluation Interview.  Negotiation carried out.  Written procedure
<b>25. Stability and permanence of employment</b>	<b>25. Stability and permanence of employment</b>			
Study the advantages and disadvantages of the adoption of open-ended worksite contracts in the world of research.	To implement "worksite contracts" (rolling contracts for the duration of a site or project).	T2 2023	<b>DG</b> , DRH, Trade Unions	Negotiation carried out.
<b>26. Funding and salaries</b>	<b>26. Funding and salaries</b>			
Sense of salary inequalities due to the lack of pay rules at the time of hiring. Enable employees to better understand the relationship between employment, activities	Provide visibility of starting salaries.	T2 2021	DG, DF, <b>DRH</b>	Starting salary statistics published on the website.

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
and remuneration with a view to equity.	Emphasise the experience gained during PhD studies when considering the starting salary for entry-level positions.	T2 2021	DRH	Publication of starting salaries according to diplomas.
<b>27. Gender balance</b>	<b>27. Gender balance</b>			
To achieve in the medium term a balanced representation of women and men in springboard functions and positions available in the institution.	<p>Selecting and setting up "groups" of young women recruits, who could integrate a specific training programme aimed at raising awareness and training women willing to take up scientific and/or hierarchical positions of responsibility.</p> <p>Balancing the representation of women and men in scientific functions not subject to a recruitment jury (Correspondents, Programme Directors, etc.).</p>	<p>T1 2023</p> <p>T1 2023</p>	<p>DG, DRH, DOs</p> <p>President, DG, DSRC, DRH</p>	<p>Number of women/year involved in specific programme</p> <p>% of women in positions of responsibility by type of scientific function</p>
<b>28. Career development</b>	<b>28. Career development</b>			
The research career path is not sufficiently formalised at BRGM.	<p>Updated career map especially for scientific functions. Work on the concept of a career path allowing good consideration of research and expertise activities with specific criteria.</p> <p>Designing and publishing the 26 "job descriptions" of the Observatory of Professions with the content of their missions, main activities and associated remuneration statistics.</p> <p>Favour internal recruitment for functions that enable integration into strategic circles (correspondents, programme managers, etc.), as these are stepping-stones to positions of responsibility, particularly managerial positions.</p> <p>Include in the welcome booklet for new recruits, career development and career path building opportunities.</p>	<p>T4 2021</p> <p>T4 2020</p> <p>T3 2021</p> <p>T2 2022</p>	<p>DG, DRSC, DRH, DOs</p> <p>DRH</p> <p>DG, DRH, DSRC</p> <p>DRH, DOs</p>	<p>Publication of the new Career Map</p> <p>Number of job postings disseminated</p> <p>% of positions open for internal application.</p> <p>Publication of new version</p>

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>29. Value of mobility</b>	<b>29. Value of mobility</b>			
Mobility is undervalued.	<p>Review the company agreement on the mechanisms for encouraging professional or geographical mobility and its recognition in a career path.</p> <p>Design and set up a support system for the mobility of researchers and integrate it into the partnership strategy with other institutions (sabbaticals, inter-institutional exchanges).</p> <p>Define an institution policy on international missions and implement a proactive approach towards all staff, men and women, who have shown a willingness to participate in international projects.</p>	<p>T4 2022</p> <p>T4 2022</p> <p>T3 2021</p>	<p>DRH, DG, Trade Unions</p> <p>DSRC, DRH, DOs</p> <p>DG, DI (International Directorate), DRH</p>	<p>Negotiation carried out</p> <p>Number of researcher mobilities/year</p> <p>% of Women and Men CVs of candidate staff for international projects.</p>
<b>30. Access to career advice</b>	<b>30. Access to career advice</b>			
Lack of formalised advice and career follow-up for researchers at BRGM, especially those at the beginning of their careers.	Introduce two professional interviews at M12 and M30 with DSRC for all doctoral students (salaried and co-funded) to discuss their career prospects.	T2 2021	DSRC, DOs	Rate of interviews conducted / number of doctoral students
<b>31. Intellectual Property Rights</b>	<b>31. Intellectual Property Rights</b>			
Increase researchers' awareness of innovation and intellectual property issues.	Promote or even improve incentive schemes for spin-offs	T2 2023	DEV, DRH, SG	Number of successful transfers of innovations to an external entity.

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>32. Co-authorship</b>	<b>32. Co-authorship</b>			
RAS				
<b>33. Teaching</b>	<b>33. Teaching</b>			
Clarify BRGM's position on the contribution to higher education.	<p>Clarify BRGM's position in relation to the implementation of strategic teaching activities, identify key partners, relevant modules on which BRGM researchers/experts can intervene.</p> <p>Revise a positioning strategy for BRGM Campus with an adapted economic model.</p> <p>Recognise teaching as a professional activity for certain researchers/engineers, taking into account in the procedure for evaluating the career paths of expert researchers/engineers.</p> <p>Include university lecturing training in the BRGM training catalogue.</p>	<p>T2 2022</p> <p>T2 2021</p> <p>T1 2021</p> <p>T4 2022</p>	<p><b>DSRC</b>, DOs</p> <p>DG, <b>DSRC</b>, DPs</p> <p><b>DRH</b>, DOs</p> <p><b>DRH</b>, DSRC/Campus</p>	<p>Identification of partners and strategic teachings.</p> <p>Publication of the policy on the BRGM website.</p> <p>Implementation in practice in the Annual Evaluation Interview.</p> <p>Training added to the catalogue.</p>
<b>34. Complaints/appeals</b>	<b>34. Complaints/appeals</b>			
BRGM does not have a mediator.	Appoint a mediator	T2 2021	<b>President</b>	Appointment of the mediator
<b>35. Participation in decision-making bodies</b>	<b>35. Participation in decision-making bodies</b>			
Encourage senior researchers to contribute to advisory and decision-making bodies in France and Europe.	Identify current participation in decision-making bodies (mirror groups, ANR committees, H2020 experts, ...) and encourage our scientific experts to fill the vacant spaces. Integrate these activities in the staff workload plans.	T4 2021	DG, DSRC, <b>DEV</b> , DOs	Annual census and analysis of participations.

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>TRAINING</b> <b>36. Relation with supervisors</b>	<b>TRAINING</b> <b>36. Relation with supervisors</b>			
Need to strengthen the integration and follow-up of doctoral students.	<p>Drafting and dissemination of a "Charter for welcoming doctoral students at BRGM" modelled on the charter for postdoctoral researchers/fellows.</p> <p>Implementation of a standardised procedure for the follow-up of doctoral students - production of a short annual activity report.</p> <p>Better integration and display of doctoral students' results in BRGM's communication (annual report - scientific report - integration into programme seminars).</p> <p>Integrate doctoral students into Units or Divisions via scientific presentations once a year in addition to the progress of their work.</p>	<p>T1 2021</p> <p>T2 2022</p> <p>T2 2023</p> <p>T2 2021</p>	<p><b>SRC, DRH</b></p> <p><b>DSRC, DOs</b></p> <p><b>DSRC/SCE, DOs</b></p> <p><b>DOs</b></p>	<p>Charter published.</p> <p>% of doctoral students with a follow-up notebook</p> <p>Implementation</p> <p>Number of presentations</p>
<b>37. Supervision and managerial duties</b>	<b>37. Supervision and managerial duties</b>			
Valuation of supervision and scientific management tasks.	<p>Reinforce the mentoring procedure and give future retirees time to develop their expertise, their internal career path and pass on their knowledge.</p> <p>Taking into account the role of thesis supervisors during the annual evaluation interview.</p>	<p>T4 2020</p> <p>T3 2021</p>	<p><b>DRH, DOs</b></p> <p><b>DRH, DOs, DSRC</b></p>	<p>Number of researchers benefiting from this measure before retirement.</p> <p>Modification of the Annual Evaluation Interview.</p>

GAP Principle(s)	Proposed ACTIONS	Timing (at least by year's, quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
<b>38. Continuing Professional Development</b>	<b>38. Continuing Professional Development</b>			
Better monitoring of the professional training of researchers.	Include in the annual training plan a specific monitoring and analysis of the professional training of researchers, in particular in relation to the recommendations of the annual evaluation interviews and career interviews.	T1 2023	DRH, DOs, DSRC	Specific chapter integrated in the annual training plan and review.
<b>39. Access to research training and continuous development</b>	<b>39. Access to research training and continuous development</b>			
Include access to university courses in BRGM's Training Plan.	To study the operational feasibility of allowing BRGM researchers to follow a module of a university course with a view to acquiring new expertise.	T4 2021	DOs, DRH	Study carried out Yes/No
<b>40. Supervision</b>	<b>40. Supervision</b>			
Strengthening the relationship between junior and experienced researchers.	Setting up support for young researchers (mentoring) to ensure a coherent start to a career in research and to prepare the HDR and allow familiarisation with the procedures for setting up and conducting research projects.	T1 2022	DRH, DSRC, DPS, DOs	Publication of the roles and responsibilities of mentors as well as the resources made available.
	Limit the number of doctoral students per supervisor to encourage quality supervision.	T1 2021	DSRC, DOs	Average number of doctoral students per supervisor.
	Enrich the range of training courses on mentoring and pedagogy for the supervisor - include it in the training catalogue.	T3 2022	DSRC, DRH	Additions to the Training Catalogue.
	Inclusion in the internal thesis proposal form (IM085) of criteria for assessing the quality of BRGM supervisors.	T3 2021	DSRC, DEV	Modified form.