

GAP Principles	Actions	Initial deadline	2023 S2	2024 S1	2024 S2	2025 S1	2025 S2	2026 S1	Responsible units	Indicators	Current status
		2020 T4	X	X	X	X	X	X			
01 - Research freedom	1. Develop and communicate on the governance and management of scientific programmes via the Steering Committees, programme expert committees, programme seminars, social network exchanges, etc.	2020 T4	X	X	X	X	X	X	DRPC	Program communication media (agendas, reports, minutes) giving attention to transparency.	Completed and renewed
02 - Ethical principles	5. 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.	2021 T4			X				SG/RSE	Number of scientists having attended the specific module "research ethics".	In Progress
03 - Professional responsibility	9. 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.	2022 T4	X						DRPC	Drafting of proposals resulting from the study	In Progress
06 - Accountability	14. 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).	2022 T4				X			DNG/SG/SI	Number of laboratory and field notebooks available for research projects.	Extended
07 - Good practice in research	15. Updating the intranet page dedicated to the modalities of storage and backup of digital data.	2020 T4				X			DNG/SG/SI	Publication of the update	Extended

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07 - Good practice in research	16. Study the development of an EAS (Electronic Archiving System): technical choice, budget planning and definition of organisational storage modalities for digital data.	2022 T2				X			DNG/SG/SI	EAS Planning	Extended
08 - Dissemination, exploitation of results	19. Publication of a bi-annual scientific report by the institution.	2020 T4			X				DRPC	Publication of report.	Completed and renewed
08 - Dissemination, exploitation of results	20. Policy in favour of the visibility of BRGM senior researchers: support for chairing sessions at international conferences.	2021 T2					X		DRPC	Number of sessions chaired by these BRGM researchers.	Extended
08 - Dissemination, exploitation of results	22. Organising an annual event to promote BRGM's innovations.	2021 T4	X		X		X		DICI	Event carried out.	Completed and renewed
09 - Public engagement	24. Develop a magazine focused on mediating BRGM's actions for society (replacing the "Lettre de la recherche" and Géorama)	2021 T1	X	X	X	X	X	X	DRPC/CME	Indicators for monitoring press and digital communication feedback.	In progress
11 - Evaluation / appraisal systems	28. Examine the evaluation of scientific activities at the team level (Unit, project).	2022 T4					X		DRPC	Feasibility note	Extended
12 - Recruitment	29. Develop a needs analysis methodology at the establishment level (need for a more prospective vision, more collegial approach, in line with the scientific strategy).	2021 T4			X				DRH/DG/DRPC	Document of synthesis of the needs for scientific skills. Validation by the CODIR and follow-up process.	In progress

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		2023 S2	2024 S1	2024 S2	2025 S1	2025 S2	2026 S1				
13 - Recruitment (Code)	31. Publish all scientific positions open to external applicants in French and English on EURAXESS and other international portals (Nature Jobs, ResearchGate...).	2021 T1	X	X	X	X	X	X	DRH	% of posts on EURAXESS.	Completed and renewed
15 - Transparency (Code)	36. 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.	2021 T1				X			DRH/SG/SI	Publication of job vacancy trends on the website.	In progress
15 - Transparency (Code)	38. Post information on BRGM's website on working conditions and the functioning of the institution	2021 T1	X	X	X	X	X	X	DRH et COM	Information on the website.	Completed and renewed
15 - Transparency (Code)	39. Post BRGM's recruitment process, consistent with the OTM-R approach, on the website as well as career development prospects.	2021 T3	X						DRH	Process published on BRGM website.	In progress
22 - Recognition of the profession	48. 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).	2022 T2				X			DNG/ SG/SI	Implementation of the expanded directory.	Extended
23 - Research environment	51. Provide the scientific platforms (PLAT'INN, PRIME, Geothermal...) with governance and scientific roadmaps.	2023 T1		X		X		X	DRPC/DO	Roadmap by scientific platform.	In Progress

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23 - Research environment	52. 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.	2023 T2		X		X			DRPC	Annual review and analysis of participation in the various Horizon Europe initiatives.	In progress
26 - Funding and salaries	58. Emphasise the experience gained during PhD studies when considering the starting salary for entry-level positions.	2021 T2	X						DRH	Publication of starting salaries according to diplomas.	In progress
28 - Career development	64. Include in the welcome booklet for new recruits, career development and career path building opportunities.	2022 T2	X						DRH	Publication of new version	In progress
29 - Value of mobility	66. Review the company agreement on the mechanisms for encouraging professional or geographical mobility and its recognition in a career path.	2022 T4		X					DRH	Negotiation carried out	In progress
29 - Value of mobility	67. 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).	2022 T4				X			DRH	Number of researcher mobilities/year	Extended
33 - Teaching	71. Revise a positioning strategy for BRGM Campus with an adapted economic model.	2021 T2			X				DRPC	Publication of the policy on the BRGM website.	Extended

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33 - Teaching	72. 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.	2022 T2					X		DRPC	Identification of partners and strategic teachings.	Extended
34 - Complains/appeals	74. Appoint a mediator	2021 T2		X					DRPC	Appointment of the mediator	Extended
35 - Participation in decision-making bodies	75. 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.	2021 T4					X		DRPC	Annual census and analysis of participations.	Extended
38 - Continuing Professional Development	82. 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.	2023 T1		X		X		X	DRH	Specific chapter integrated in the annual training plan and review.	In progress
39 - Access to research training and continuous development	83. To study the operational feasibility of allowing BRGM researchers to follow a module of a university course with a view to acquiring new expertise.	2021 T4	X						DRH	Study carried out Yes/No	In progress
40 - Supervision	86. 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.	2022 T1				X			DRPC/DRH	Publication of the roles and responsibilities of mentors as well as the resources made available.	In progress

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		2022 T3									
40 - Supervision	87. Enrich the range of training courses on mentoring and pedagogy for the supervisor - include it in the training catalogue.	2022 T3					X		DRPC/DRH	Additions to the Training Catalogue.	Extended
02 - Ethical principles	88. Set up a new process to ensure scientific integrity and, more broadly, ethical and anti-corruption aspects.				X				DG	Approval and review of the scheme	New action
02 - Ethical principles	89. Formalise a procedure for the collection and processing of reports of breaches of research ethics and deontology				X				DG	Written and disseminated procedure	New action
06 - Accountability	90. Sharing the scientific results obtained in the framework of the M4				X				DRPC	Review sheets made available on Ariane Next	New action
07 - Good practice in research	91. Develop a data and sample management policy					X			DNG/SG/SI	Publication of the policy	New action
08 - Dissemination, exploitation of results	92. Making the innovation cluster a concrete reality; increasing the visibility of the entire innovation process internally and externally.			X		X		X	DICI	Pages dedicated to innovation on the BRGM internet and intranet sites; Indicator: number of entities that BRGM collaborates with	New action
08 - Dissemination, exploitation of results	93. Reflection on the indicators concerning the dissemination of scientific results (publishers, ORCID accounts, review papers, etc.): integration or modification of the most relevant indicators.					X			Chef de projet HRS4R	Publication of relevant indicators	New action

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10 - Non discrimination	94. Organise a federative conference once a year on the issues of diversity and better living together			X		X			DRH/DG/DRPC	Number of people and topics of conferences held	New action
10 - Non discrimination	95. Renewal of the professional equality agreement in 2024				X				DRH	Publication of the agreement and monitoring of indicators	New action
11 - Evaluation / appraisal systems	96. Effective implementation of the evaluation system developed for the transition from level R2 to R3 and R3 to R4 of the new scientific job map with an enlarged career committee and/or external committee						X		DRH	Number of passages per level per year under the new procedure	New action
23 - Research environment	97. Prepare collectively a plan for the use of office space that respects the working environment of employees and is environmentally responsible					X		X	DG/SG	Percentage of floors and buildings renovated using the collective development procedure.	New action
26 - Funding and salaries	98. Publish internally the benchmarks used for remuneration			X		X		X	DRH	Annual publication of the salary reference system on the intranet	New action
38 - Continuing Professional Development & 39 - Access to research training and continuous development	99. Initiate a "research" training course comprising several modules to accompany young researchers in their professional career					X			DRH/DRPC	Number of participants integrated in the programme	New action
08 - Dissemination, exploitation of results	100. Organising a Start-up Competition		X						DICI	Event carried out.	New action

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01 - Research freedom	101. Establish a working methodology that enables researchers to publish better (quality, quantity)			X					DRPC	Working group on publications; list of proposals	New action
11 - Evaluation / appraisal systems	102. Consider whether and how to produce a periodic activity report for scientific staff to showcase all the diversity of their work (publications, setting up and running projects).						X		DRPC/DRH	Establishment of a periodic activity report	New action
10 - Non discrimination & 14 - Selection (Code)	103. Strengthening the awareness of juries through MOOCs. In addition to jury training				X		X		DRH	Number of juries having viewed the MOOCs	New action