

Action	GAP Principle	Timing (at least by year's quarter/semester)	Leader Unit(s)	Co-Leader Unit(s)	Indicator(s) / Target(s)			
					T1	T2	T3	T4
1. Make a MOOC on research integrity available within IMT (building on existing MOOCs) for all researchers and strongly encourage its completion, by supervisors and thesis directors.	ETHICS AND RESEARCH INTEGRITY	Q2 - 2028	Research Integrity Officers	Scientific Directorate	Review of the opportunities offered by existing MOOCs available within the schools and their local environments (site policies).	Number of schools that have made a MOOC on ethics and research integrity available.	Percentage of researchers who have completed the MOOCs.	-
2. Establish national coordination to guarantee access to a Research Ethics Committee for every IMT researcher.	ETHICS AND RESEARCH INTEGRITY	Q2 - 2030	Research Integrity Officer	Scientific Directorate	Review of the opportunities offered by existing Ethics Committees within the schools and their local environments (site policies).	Number of schools able to rely on an Ethics Committee and scope of thematic coverage.	-	-
3. Incorporate research-related provisions into IMT's Code of Ethics and Professional Conduct, to safeguard freedom of research while ensuring respect for commitments entered into with partners, and by promoting the European Parliament Resolution of 17 January 2024 on the freedom of scientific research.	Freedom of scientific research	Q2 - 2027	Scientific Directorate; Ethics and Professional Conduct Officer	Human Resources Directorate; Legal Affairs Directorate	Drafting and formal approval of the Code of Ethics and Professional Conduct including research-related provisions.	Dissemination of the Code of Ethics and Professional Conduct to all researchers.	-	-
4. Strengthen training and support for researchers in Open Science and roll out the Open Science Charter.	Open Science	Q2 - 2029	Research Directorate; School Libraries; School Documentation Centers; Open Science Officers	-	Create an internal tool / shared folder within the "Open Science" working group to consolidate existing resources and enhance the sharing of experience between schools.	80% of publications in open access (last year measured by the national Open Science Barometer).	70% of publications deposited in the HAL open archive (same reference year as the Open Science Barometer).	-
5. Strengthen research data management within IMT.	Open Science	Q2 - 2030	Research Directorate; School Libraries; School Documentation Centers; Open Science Officers	Information Systems Directorate; Legal Department	Drafting and formal adoption of a roadmap for research data management.	Generalisation of Data Management Plans (DMPs) through the DMP OPIDoR application.	Formalisation of a sustainable solution for secure storage and archiving of sensitive data and other categories of data.	-
6. Assess and reduce gender pay gaps and guarantee equal access to staff categories and grades (Gender Equality Action Plan).	Gender Equality	Q2 - 2032	Human Resources Directorate	-	Annual analysis of pay gaps and implementation of corrective measures. Systematic indication of the minimum salary offered in all job descriptions.	Delivery of awareness-raising sessions for managers and those involved in recruitment boards on these issues.	Number of training sessions per year and percentage of managers and board members trained.	-
7. Implement the HVSSD action plan in relation to researchers.	Gender Equality	Q2 - 2032	Human Resources Directorate	-	Dissemination of the HVSSD charter and action plan to all IMT researchers.	Provision of training for researchers on these types of violence and training for designated contact persons and investigators (responsible for handling cases), on listening skills.	Number of training sessions per year and percentage of researchers and contact persons / investigators trained.	Continuation of the annual survey of such incidents among doctoral candidates.
8. Integrate training on diversity and anti-discrimination into researchers' career pathways.	EMBRACING DIVERSITY	Q2 - 2028	Human Resources Directorate	-	Introduction of training on diversity and on combating discrimination aimed at researchers.	Number of training sessions per year and percentage of researchers trained.	Inclusion of a diversity module in the induction pathway for newly recruited researchers.	-
9. Increase the recruitment of researchers with disabilities.	EMBRACING DIVERSITY	Q2 - 2029	Human Resources Directorate	-	Roll-out of Axis 3 of the "IMT Disability Master Plan 2026-2029" -Recruitment, identification and support of staff with disabilities.	Increase in the employment rate of researchers with disabilities.	-	-
10. Improve dissemination and communication of the Guide for Academic Staff and of the Internal Regulations.	The Researcher	Q2 - 2027	Human Resources Directorate	Communication Directorate	Guaranteed accessibility of these documents on the intranets and wide circulation to all staff.	-	-	-
11. Stimulate and support mobility for researchers.	FREE CIRCULATION OF RESEARCHERS	Q2 - 2030	Human Resources Directorate; Scientific Directorate; International Relations Directorate	Legal Directorate	Creation of specific mobility schemes for researchers who are civil servants, modelled on the management framework applicable to contract researchers.	Feasibility study of teaching-relief arrangements to compensate for teaching loads left vacant when researchers go on mobility.	Percentage of researchers who have undertaken a mobility period.	-
12. Adopt a green research charter, inspired by the Marie Skłodowska-Curie Green Charter, consolidating all measures aimed at minimising the environmental impact of research activities.	Sustainability of Research	Q2 - 2028	Directorate for Ecological Transition; IMT Scientific Communities	Scientific Directorate	Drafting and approval of the green research charter through participatory workshops with researchers.	Dissemination of the charter to academic staff.	Proportion of researchers declaring that they are aware of and apply the charter.	-
13. Develop indicators, integrated into IMT's information systems, to assess the impact of research projects on the environment, society and the economy.	Sustainability of Research	Q2 - 2029	Directorate for Ecological Transition; IMT Scientific Communities	Scientific Directorate	Implementation of impact-assessment indicators within IMT's information system.	Periodic reports assessing the environmental, social and economic impacts of research activities.	-	-
14. Produce and disseminate a common researcher-assessment form that better reflects all activities carried out by researchers at IMT as well as their career paths.	-RESEARCHERS' ASSESSMENT -FREE CIRCULATION OF RESEARCHERS -VALUING DIVERSE RESEARCH CAREERS	Q2 - 2030	Human Resources Directorate	Scientific Directorate	Finalisation, approval and roll-out of the assessment form across IMT.	Implementation of an information campaign for researchers and managers to ensure appropriation of the form.	Number of training sessions per year and percentage of researchers and managers trained.	Satisfaction rate of researchers and managers with the new form.
15. Generalise the systematic review of job advertisements and researchers' job descriptions published by IMT.	Recruitment	Q2 - 2028	Human Resources Directorate	Scientific Directorate; Directorate of Education and Training	Implementation and approval of a group-wide procedure describing the objectives, stages and criteria for the review of advertisements and job descriptions.	Percentage of job advertisements that have undergone this review.	-	-
16. Enhance the attractiveness of job advertisements published by IMT.	Recruitment	Q2 - 2030	Human Resources Directorate	Scientific Directorate; Directorate of Education and Training; Communication Directorate; Information Systems Directorate	Drafting, approval and dissemination of a publication policy by a joint committee composed of the Human Resources Directorates, Scientific Directorates, Directorates of Education and Training, and Communication Directorates.	Percentage of vacancies published on at least one international platform.	-	-
17. Introduce an enhanced, IMT-specific evaluation grid for the recruitment of researchers.	Selection	Q2 - 2030	Human Resources Directorate	Scientific Directorate; Directorate of Education and Training; Communication Directorate; Information Systems Directorate	Establishment of a cross-functional working group (Human Resources Directorate and Scientific Directorate) to design the researcher-evaluation grid.	Approval of the evaluation grid by a joint committee composed of the Human Resources Directorates and the Scientific and Education Directorates.	Number of schools that have adopted the grid, monitored via an HR review following dissemination of the standardised grid.	-

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18. Produce a bilingual guidance document for external researchers (from academia or industry) serving on academic staff recruitment panels.	Selection	Q2 - 2029	Human Resources Directorate	Scientific Directorate; Communication Directorate	Drafting and approval of the guidance document by the cross-functional working group responsible for the evaluation grid.	Percentage of external panellists who have received the guidance document.	-	-
19. Strengthen personalised support through deans and/or dedicated resources and promote diversified career paths (mobility, entrepreneurship, valorisation of results, etc.).	-CAREER PROGRESSION -FREE CIRCULATION OF RESEARCHERS -VALUING DIVERSE RESEARCH CAREERS -CAREER DEVELOPMENT AND ADVICE	Q2 - 2032	Deans and/or dedicated career-support resources	Human Resources Directorate; Communication Directorate	Mapping and definition, by a dedicated working group composed of deans and career-guidance staff, of the activities that may give rise to diversified career paths.	Implementation of a multi-annual communication plan on the support mechanisms available to R1-R4 researchers for the development of their career plans.	-	-
20. Implement the Quality of Working Life action plan for researchers, based on the findings of the 2025 staff survey.	Working conditions, funding and salaries	Q2 - 2029	Human Resources Directorate	-	Proposal of an action plan by the QWL working groups for each line of action identified in the 2024 IMT staff survey.	Implementation of the actions proposed and validated by the working groups.	Assessment of the impact of these actions and any necessary adjustments.	-
21. Consolidate the strategic role of managers in researchers' career paths.	-Working conditions, funding and salaries -RESEARCHERS' ASSESSMENT -VALUING DIVERSE RESEARCH CAREERS -CAREER DEVELOPMENT AND ADVICE -CONTINUOUS PROFESSIONAL DEVELOPMENT	Q2 - 2029	Human Resources Directorate; Scientific Directorate; Directorate for Education and Training	-	Detailed definition of the role, profile and duties of a research manager.	Training managers in the management and assessment of researchers and in identifying their needs in terms of guidance and career development.	Number of training sessions per year and percentage of managers trained.	-
22. Strengthen support for R1 and R2 researchers, in particular regarding their career orientation.	-Stability of Employment -CAREER PROGRESSION	Q2 - 2030	Human Resources Directorate	Scientific Directorate; Representatives of the doctoral schools	Resources allocated to these support missions.	Establishment of a dedicated IMT-wide network of support staff.	Satisfaction rate of R1 and R2 researchers with the support provided.	-
23. Reinforce training for researchers on the opportunities and constraints linked to the exploitation of research results and the creation of spin-offs (the French PACTE Law).	Contractual and legal obligations	Q2 - 2028	Partnership and Valorisation Directorate	Human Resources Directorate; Scientific Directorate	Production and dissemination of explanatory materials summarising the guidance relating to the French PACTE Law.	Number of training sessions per year and percentage of researchers trained.	-	-
24. Deploy a Business Continuity / Disaster Recovery Plan (Plan de reprise d'activité, PRA) in the event of a cyber-security incident.	Contractual and legal obligations	Q2 - 2032	Information Systems Directorate	Legal Directorate	Design and roll-out of a PRA for IMT and its schools.	Number of schools in which the PRA has been deployed.	Annual update of the PRA.	Crisis-simulation exercises carried out at Group Directorate level and in the schools.
25. Strengthen training for researchers in digital security, including data protection, IT crisis management and good practice in maintaining confidentiality.	Contractual and legal obligations	Q2 - 2030	Information Systems Directorate	Human Resources Directorate; Scientific Directorate	Number of sessions organised per year, and percentage of researchers trained.	Number of digital badges issued each year certifying completion of the Information Systems Security MOOC.	-	-
26. Strengthen training for researchers on the opportunities and constraints relating to Intellectual Property at IMT.	Dissemination and exploitation of results	Q2 - 2029	Partnership and Valorisation Directorate	Human Resources Directorate; Scientific Directorate	Development and dissemination of accessible explanatory materials on the management of Intellectual Property at IMT.	Number of training sessions organised per year, and percentage of researchers trained.	-	-
27. Improve, harmonise and enhance the dissemination of training catalogues.	CONTINUOUS PROFESSIONAL DEVELOPMENT	Q2 - 2028	Human Resources Directorate	Representatives of the Doctoral Schools	Existence and dissemination of a harmonised training catalogue at IMT Group level.	Number of internal communication campaigns per year.	Annual update of the catalogue.	Percentage of training courses available in English.
28. Develop a structured mentoring programme for early-career researchers (R1 and R2) at IMT.	Supervision and Mentoring	Q2 - 2032	Scientific Directorate, Human Resources Directorate, Representatives of the Doctoral Schools	-	Definition and implementation of the mentoring programme.	Percentage of early-career researchers (R1 and R2) benefiting from mentoring.	Satisfaction rate of mentees.	-
29. Systematically integrate doctoral supervision training into researcher development pathways.	Supervision and Mentoring	Q2 - 2030	Human Resources Directorate, Scientific Directorate, Representatives of the Doctoral Schools	-	Improved dissemination of supervisor training across IMT.	Number of doctoral supervision training sessions per year and percentage of researchers trained.	Percentage of newly recruited supervisors trained within one year of joining IMT.	-