

HRS4R Risk Register – Strategy Implementation (ICECHIM)

English translation of the institutional Risk Register, prepared before updating the Action Plan

Risk Code	Risk Description	Circumstances Favouring Risk Occurrence	P	I	E	Risk Mitigation Measures / Corrective Actions	Deadline	Responsible
HRS-1	Insufficient representation in the Working Group (WG)	The initial composition of the WG does not include representatives of researchers from all career levels.	2	3	6	Revision of the WG composition by decision of the General Director. Ensuring representation of all career levels and the main research areas. Review and update of the WG composition whenever necessary to maintain representativeness.	Annual	General Director WG Coordinator
HRS-2	Ineffective monitoring of performance indicators	Formal measurement of the indicators initially established, without assessing improvement in competences.	3	3	9	Revision of performance indicators by introducing outcome and impact indicators. Periodic analysis of the effectiveness of the indicators and their update, if necessary.	Six months	Quality Management Department WG Coordinator
HRS-3	Delays or uneven implementation of the actions in the Plan	Absence of a single person designated as responsible for each sub-action and lack of centralised progress reporting.	2	2	4	Appointment of a single person responsible for coordinating each action. Quarterly reporting of progress to the Steering Committee and adoption of corrective measures in case of delays.	Six months	General Director Steering Committee
HRS-4	Delay or non-implementation of the digitalisation of the recruitment process and the OTM-R framework	Legal obligation to submit documents in paper format. Absence of an integrated electronic e-recruitment platform.	2	3	6	Allocation of dedicated IT resources for the technical implementation of the online application system. Monitoring of implementation stages and alignment of internal procedures with the applicable legislative provisions.	Q4/2026	IT Department Quality Management Department Human Resources Service
HRS-5	Reduced international attractiveness and recruitment capacity for researchers due to limited visibility and insufficient	The technical “HRS4R” link is hidden within the Career section. Key internal documents and EURAXESS announcements are predominantly in Romanian.	3	2	6	Creation of a dedicated “HR Excellence in Research” section on the institute's main website and periodic updating of the information. Publication of all relevant announcements and documents in English.	Q4/2026	IT Department Human Resources Service

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	communication in English					Publication of vacancies on the EURAXESS platform.		
HRS-6	Failure to achieve staff competence-development objectives due to low participation	Absence of post-training effectiveness assessment.	2	2	4	Mandatory integration of training sessions into the annual plan monitored through procedure PS-10. Linking participation to the annual performance assessment.	Q2/2026	Human Resources Service Scientific Director
HRS-7	Delay in decision-making and insufficient coordination between the Working Group and the Steering Committee	Lack of a clear description in the internal regulations of the operational roles of the departments and the frequency of reporting meetings.	1	2	2	Establishment of a fixed schedule of joint meetings (at least one meeting per quarter). Monitoring the implementation of adopted decisions.	Q3/2026	Steering Committee WG Coordinator
HRS-8	Limited impact, with no real change	Updating documents solely to comply with Law 183/2024.	2	3	6	Alignment of actions with the needs identified in the GAP Analysis. Development of a longer-term strategy covering 3–5 years. Active awareness-raising campaigns on ethics, mentoring and sustainability.		Scientific Director Steering Committee Scientific Council
HRS-9	Delay in the adoption of the single OTM-R Policy	Extension of the procurement timeline for the online e-recruitment platform.	3	3	9	Making the formal adoption of the OTM-R Policy conditional upon the relevant implementation steps.	Q2/2027	Scientific Director Scientific Council

Scoring notation: P = Probability; I = Impact; E = Exposure/Risk Score, as used in the source document.