

STATE RESEARCH AGENCY ANNUAL ACTION PLAN

2025



AGENCIA
ESTATAL DE
INVESTIGACIÓN



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STATE RESEARCH AGENCY ANNUAL ACTION PLAN 2025



1 INTRODUCTION

Royal Decree 1067/2015 of 27 November 2015 created the State Research Agency (hereinafter the Agency or SRA) and approved its Statute, hereinafter the Statute. Its effective start-up took place on 20 June 2016, with the constitutive meeting of its Governing Council.

The Agency was created with the mission of contributing to the promotion of scientific and technical research in all areas of knowledge through the competitive and efficient allocation of public resources, the monitoring of funded actions and their impact, and advice on the planning of actions or initiatives through which the R&D policies of the General State Administration are implemented.

The Statute foresaw that, until the Management Contract was approved by joint ministerial order of the Ministry of Economy and Competitiveness and the Ministry of Finance and Public Administrations, the Agency's actions would be developed in accordance with the criteria and guidelines established in the Initial Action Plan that is incorporated into the Report to in article 3 of Law 28/2006, of 18 July, on State Agencies for the improvement of public services, as well as the actions to be carried out derived from the approval of the scientific and technical research and innovation plans as established by Law 14/2011, of 1 June, on Science, Technology and Innovation, modified by Law 17/2022, of 5 September, which modifies Law 14/2011, of 1 June, on Science, Technology and Innovation, and their corresponding annual action programmes.

However, Law 40/2015, of 1 October, on the Legal Regime of the Public Sector, abolished the State Agencies, which had a period of three years from its entry into force to modify their statutes and become one of the entities that, in accordance with this law, were to constitute the new institutional public sector.

For this reason, and not having approved a management contract in view of the expected extinction of the legal regime of the State Agencies, and pending adaptation to Law 40/2015 of 1 October, the Agency has been approving an Annual Action Plan (AAP) since 2017, in accordance with article 23 of its statute, thus updating year by year the strategic lines contained in its Initial Action Plan and in accordance with the state plans for scientific and technical research and innovation in force.



Law 11/2020, of 30 December, on the General State Budget for the year 2021, in its thirty-fourth provision, has modified Law 40/2015, of 1 October, recovering the State agencies as one of the legal figures of the institutional administration at the State level. The new article 108 ter, paragraph 2, of Law 40/2015, of 1 October, establishes that: "The actions of the State Agencies take place, in accordance with the annual action plan, under the validity and in accordance with the relevant multi-annual management contract (...).

On this occasion, and in view of the prolonged absence of a management contract, the Agency has proceeded, in accordance with Article 85 of Law 40/2015, of 1 October, on the Legal Regime of the Public Sector, to the approval of a Multiannual Action Plan within which the Annual Action Plans will be framed.

The Annual Action Plan for the year 2025 was approved, which covers the actions to be carried out in this year, giving continuity to those included in the previous annual plans. The Annual Action Plan, hereinafter (AAP) is the Agency's planning instrument within the framework of the three-year plan.

In accordance with the provisions of article 92 of Law 40/2015, the AAP must be approved in the last quarter of the calendar year by the department on which it depends and must be consistent with the multi-annual Action Programme provided for in the budget regulations. To this end, and prior to this, the AAP proposal was approved by the Agency's Governing Board at its meeting of 19 December 2024.

1.1 Annual Action Plan content.

The AAP includes the details of the Agency's action planning for the year 2025. In accordance with the provisions of article 92 of Law 40/2015, the AAP must be consistent with the Multiannual Action Plan, so the strategic lines and indicators are the same as those included in the Multiannual Action Plan 2025 – 2027.



2 STRATEGIC LINES. DESCRIPTION, ACTIONS AND PLANS

In accordance with the multiannual strategic plan, the SRA will carry out its activity during the year 2025 along the following strategic lines.

- Line 1. Efficient allocation of available budgetary resources to R&D&I actions.
- Line 2. Monitoring of aid granted.
- Line 3. Facilitate the participation of Spanish scientists and technologists in international collaboration programmes.
- Line 4. Optimisation of SRA resources and procedures.
- Line 5. Improving the transparency and visibility of the activities of the SRA.
- Line 6. Equality.

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2.1 Strategic line of efficient allocation of available budgetary resources to R&D&I actions.

Description and actions

The aim of this strategic line is the appropriate allocation of the available budgetary resources in such a way as to guarantee sufficient and effective funding for proposals that achieve a higher degree of scientific excellence, as evidenced by evaluation processes carried out in accordance with the best national and international standards.

To this end, it is necessary to carry out a number of actions, as follows

2.1.1 Action 1. Planning of the calls for grants.

Within the framework of the provisions of the State Plan for Scientific and Technical Research and Innovation (PEICTI), and in accordance with the existing budget available, the State Research Agency will plan the calls to be published during the period of the Three-Year Plan on the basis of the following planning



specified as [Annex 1](#) of the plan. The annual action plans shall specify the calls to be published that year, as well as the amounts initially allocated for each of them. In the event that during the implementation of the Plan it is considered appropriate to introduce new calls, an update of the annex of calls will be approved.

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2.1.2 Action 2. Instruction of the procedure for awarding calls for grants.

This action includes the administrative formalities involved in the award procedure. To this end, the following activities are carried out, as described in the multi-annual action plan

- I. **Drafting and publication of calls.**
- II. **Instruction.**
- III. **Maintenance of the system of entities.**
- IV. **Advice to applicants.**

2.1.3 Action 3. Scientific and technical evaluation of the proposals submitted to calls for grants.

This action comprises all activities aimed at identifying grant applications with the highest scientific excellence in order to propose their funding within the framework of the financial resources allocated to each call. It includes 4 activities detailed in the multi-annual action plan.

- I. **Updating of protocols for the selection of collaborators and scientific and technical experts and of evaluation protocols.**
- II. **Management of evaluations of applications submitted.**
- III. **Management of the technical evaluation committees.**
- IV. **Elaboration of allegation reports.**



2.1.4 Action 4. Economic and budgetary management of the aid granted.

This action comprises the activities involved in the management of expenditure and payments of the calls, which are as follows:

- I. Pre-auditing of calls for aid that require it.
- II. Revision of the requirements for obtaining the status of beneficiary and for the payment of multi-annual aid.
- III. Issuing and posting of accounting documents.
- IV. Payment of aid.
- V. Advice to aid applicants.

Strategic measures

During the year 2025, different measures will be adopted to fulfil this strategic commitment to the efficient allocation of resources, in order to achieve the highest possible rating in the indicator detailed in section 3.1 of this Plan:

a) Allocation of available financial resources to calls.

The Agency, on the basis of the financial resources that are foreseen to be available in Chapter VII of the expenditure budget, should determine the calls to be published during the year and the amount allocated to each of them.

In the planning for 2025, it is worth highlighting the publication of a new call, called *FORTALECE*, aimed at financing basal research expenses to support the research groups of the public R&D&I executing organisations.

Also new with respect to 2024 is the call for "*Prueba de Concepto*", which will be published every two years. On the other hand, the call for "*Proyectos de líneas estratégicas*" will not be published, which will also be published every two years.

This planning has been done considering the budget scenario described in [section 5](#) of this plan. The initial planning is shown in the table below:



Año	Acronimo	Convocatoria	TOTAL M€
2025	CR3-2025	Certificado R3	
2025	GPE2025	Gestión de proyectos europeos	11,9
2025	EUR2025	Europa excelencia	2,5
2025	PCI2025-1	Proyectos de colaboración internacional - 1	21
2025	CEX2025	"Severo Ochoa"/"María de Maeztu"	78
2025	PCI2025-2	Proyectos de colaboración internacional - 2	12
2025	PID2025	Proyectos Generación de Conocimiento	680
2025	JDC2025	Juan de la Cierva	40
2025	PTA2025	Personal Técnico de I+D+i	10
2025	RYC2025	Ramón y Cajal	130
2025	CPP2025	Proyectos de colaboración público-privada	300
2025	PTQ2025	Torres Quevedo	20
2025	FOR2025	FORTALECE	120
2025	DIN2025	Doctorados industriales	8
2025	ATR2025	Programa ATRAE	30
2025	CNS2025	Consolidación Investigadora	50
2025	PLE2025	Proyectos en líneas estratégicas	0
2025	PDC2025	Prueba de concepto	30

On a quarterly basis, the Agency will draw up a schedule of calls, adapting this initial forecast to the evolution of budgetary resources.

b) Maintaining a schedule of activities for the planning and follow-up of the calls.

The set of activities associated with this strategic line is very broad and, moreover, there is a close correlation between them. In order to facilitate the accomplishment of the objectives set, the Agency will maintain a chronogram showing the main activities of this strategic line ordered by the calls to be processed throughout the year. The initial timetable is attached as [Annex 4](#) and should be updated on a quarterly basis.



c) Improvement of the IT applications used for the management of the aid evaluation and payment processes.

This measure is not specific to this strategic line, as it also has an impact on strategic line 2 and 4. It consists of making progress in improving the applications for the management calls, from their launch to the completion of their economic and scientific review. This is a long-term measure for which a budget of no less than €1,000,000 will be earmarked during year 2025.

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d) Artificial Intelligence.

Progress will be made in analysing the opportunities that artificial intelligence can bring to the Agency by installing COPILOT licences and training around 20% of the Agency's staff.

By 2025, an automated response system to beneficiaries' queries and questions will be implemented throughout the process from the publication of a call to its payment. These responses will be supervised by the Agency's staff, but a significant reduction in response times and, above all, in the total time of working hours devoted to this activity is expected.

e) Outsourcing of tasks.

Due to the scarcity of resources due to the low coverage of the RPT, procedures for outsourcing lower value-added activities will be maintained in 2025.

2.2 Strategic line for the adequate monitoring of the aid granted, the fulfilment of its objectives and its impact on society.

Description and actions.

The aim of this strategic line is to verify the correct use of the aid granted, the fulfilment of the objectives committed to by the beneficiaries and the analysis of the impact of the actions financed on. To this end, the following will be carried out



the actions described below and listed in more detail [in Annex 1](#).

2.2.1 Action 1. Scientific and technical monitoring.

Grants awarded following the proposal evaluation processes must be monitored to ensure that they are actually being implemented at the levels of excellence that justified their award. Furthermore, the assessment of the development of the aid programmes must be used to progressively improve the definition of these programmes. For all these reasons, the scientific and technical monitoring of the implementation grants is one of the fundamental components of the Agency's activity.

This action comprises seven key activities which are described in the Multi-Annual Action Plan:

- I. **Management of the scientific-technical follow-up programmed for each call.**
- II. **Assessment of aid in follow-up meetings.**
- III. **On-site monitoring visits.**
- IV. **Decisions authorising/refusing modifications to the conditions of aid.**
- V. **Citizen information and advice to beneficiaries.**
- VI. **Reports on the results of completed calls ("ex post" evaluation).**

2.2.2 Action 2: Economic monitoring.

Within this programme, aimed at the financial verification of grants, a total of eight main activities are considered, which are described in detail in the Multi-annual Action Plan.

- I. **Administrative review of the supporting account and economic audit of expenditure for all completed files.**
- II. **Follow-up visits.**
- III. **Reimbursement procedures.**



- IV. Preparation of reports in relation to appeals for reconsideration against reimbursement decisions.
- V. Maintenance of the National Grants Database (BDNS).
- VI. Cancellation of guarantees and seizure of collateral.
- VII. Certification of European Structural Funds.
- VIII. Advice to beneficiaries.

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Strategic measures

The plan for the appropriate monitoring of the grants awarded includes all the actions carried out on them from the moment the grants are awarded to the beneficiaries. In this respect, the overall strategic objective is to gradually bring the time of closure of the review files closer to the time of closure of the scientific and economic justifications of the same, as well as to reduce the response times given to appeals for reconsideration that are lodged once the monitoring files have been closed. Section 3.2 of the Plan details the indicator for measuring compliance with the strategic objective. During 2025, the following measures will be undertaken, some of which are similar to those of strategic line 1, as these two lines are the core activity of the Agency.

a) Improvement of the computer applications used for the management of the scientific-technical and economic monitoring processes.

This measure is not specific to this strategic line, as it also has an impact on strategic line 1 and 4. It consists of making progress in improving the applications for the management calls, from their launch to the completion of their economic and scientific review. This is a long-term measure for which a budget of no less than €1,000,000 will be earmarked for 2025.

In addition, and specifically associated with the Plan for the adequate monitoring of aid, the implementation of a new tool will begin in 2025 to improve the extraction of information from the systems, so that greater knowledge of the real situation can be obtained, which will facilitate the adoption of



the most appropriate measures. The cost of the latter measure in the long term is estimated to be 80.000.

b) Artificial Intelligence.

Progress will be made in analysing the opportunities that artificial intelligence can bring to the Agency by installing COPILOT licences and training around 20% of the Agency's staff.

In 2025, an automated response system will be implemented to the doubts and queries raised by beneficiaries during the scientific-technical and economic monitoring of grants. These responses will be supervised by the Agency's staff, but a significant reduction in response times and, above all, in the total time of working hours devoted to this activity is expected.

c) Simplification of procedures for the economic monitoring.

A plan will be implemented to ensure adequate monitoring of grants while at the same time reducing the bureaucratic burden of review. Under the Science Act, a sample-based economic review will be incorporated into most new calls.

d) Outsourcing of tasks.

Due to the scarcity of resources due to the low coverage of the RTP, procedures for outsourcing lower value-added activities will be maintained in 2025.

2.3 Strategic line to facilitate the participation of Spanish scientists and technologists in international collaboration programmes and joint international research actions.

Description and actions

This strategic line aims to promote the participation of the agents of the Spanish Science, Technology and Innovation System in international projects.



In order for the Spanish scientific community to benefit from these international collaborations, the Agency participates together with counterpart bodies from EU countries and others (research and innovation funding agencies) in all programmes for which it has the capacity in terms of personnel, which are promoted by the European Union through so-called partnerships.

The Agency's participation in such partnerships entails income from the European Commission for the tasks the Agency undertakes to perform and for the co-financing of the collaborative projects.

For this participation, the Agency coordinates with the Ministry of Science and Innovation, given that the signing of international agreements with the European Commission remains within the Ministry's remit, and with other funding agents of the Spanish Science, Technology and Innovation System (the Carlos III Health Institute, the Centre for the Development of Industrial Technology and agents of the Autonomous Regions).

Four actions will be carried out during 2025:

2.3.1 Action 1. Aid to promote the international leadership of Spanish research centres and universities.

This action focuses on the calls of the European Union's Framework Programme for Research and Innovation and other opportunities that may arise in the international framework (National Aeronautics and Space Administration, NASA, European Space Agency, ESA, National Science Foundation, NSF, etc.), with added objective of increasing the return for Spain.

It consists of the publication of a call aimed at enhancing the capacity of beneficiaries to participate in international funding opportunities.



2.3.2 Action 2. Grants to promote participation in ERCs or equivalent but have not been successful in obtaining funding.

Grants to support individuals who have demonstrated a high degree of scientific excellence by obtaining an outstanding position in European Research Council (ERC) or equivalent calls but have not obtained funding. This action will fund research groups that have participated in ERC calls but have not obtained funding for the implementation their research project proposal.

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2.3.3 Action 3. International Collaboration Projects (ICP).

Through this action, grants will be allocated to finance the Spanish part of collaborative projects in which researchers from other also participate, in some cases with European co-funding. This type of aid is implemented by means of a direct award resolution, after application to the International Collaboration Project (ICP) aid award resolution.

2.3.4 Action 4. Opening R&D&I calls to the participation of international groups.

It consists of the opening of a line of grants within the general call for “Proyectos de Generación del Conocimiento”, aimed at carrying out projects coordinated with international research groups. The projects submitted to this line of grants will be evaluated as a whole, but in the case of being awarded the grant, each funding agency will finance the research subproject led by the research group of its country.

Strategic measures

a) *Increase of funding.*

An increase in the funding of the calls of around 5% will be sought, although this measure will be conditioned by the budgetary availabilities derived from the approval of the General State Budget for the year 2025.

b) *Creation of an office at the CSIC headquarters in Brussels.*



During the year 2025, an SRA office will be created in Brussels, which require the formalisation of a collaboration agreement with the CSIC, for the transfer of an office of its Delegation in Brussels, as well as the recruitment of a person to carry out the activities of this office.

c) *Maintaining and strengthening relations with FECYT.*

Collaboration with FECYT is a fundamental strategic measure to maintain and even, within the possibilities of both parties, increase participation in European Commission projects.

2.4 Strategic line of optimisation of the SRA resources and improvement and simplification of procedures.

Description and actions

This strategic line groups together all the actions of a transversal nature, with an impact on the State Research Agency as a whole, and which often reflect the strategic measures included in the previous strategic lines. The ultimate aim is to optimise resources and increase the capacities of the SRA.

2.4.1 Action 1. Enhancing Human Resources capabilities.

This action includes the activities to be carried out to improve the staffing and working conditions of the personnel assigned to the Agency, which will be adopted in accordance with the legal framework on the rights of participation, negotiation and consultation of the legal representatives, as defined by the Organic Law on Trade Union Freedom, the Basic Statute of the Public Employee, and the Workers' Statute.

The Activities planned to be carried out during 2025 are listed below. Each activity is described in more detail in the Agency's multi-annual action plan:



- I. **Annual development and implementation of the Training Plan**
- II. **Annual elaboration and implementation of the Social Action Plan.**
- III. **Activities to recruit new staff to the Agency**

2.4.2 Action 2. Enhancing ICT resource capabilities.

During the year 2025, the Agency will carry out, among others, the following activities foreseen in the multi-annual action plan.

- I. **Design and implementation of enhancements to call management applications**
- II. **Implementation of cross-cutting improvements**
- III. **Adoption of an autonomous management system for technological infrastructure systems.**

2.4.3 Action 3. Improvement the quality of administrative and management procedures

During 2025, the Agency will carry out the following activities from the multi-annual action plan:

- I. **Approval by the Governing Board of a new procedure's manual.**
- II. **Development of the annual recruitment plan 2025.**
- III. **Preparation of the Annual Action Plan 2026 and the General Activity Report for the year 2024.**
- IV. **Improving processes through the use of artificial intelligence.**
- V. **Gradual implementation of the AGILIZA programme**

Strategic measures

In this strategic line of improving available resources and improving and simplifying procedures, within all the activities described, the following strategic measures are considered.

- a) ***Approval by the Governing Board of a productivity model for meeting objectives.***



One of the strategic measures of the multi-annual action plan is to increase the appropriations for productivity within the Agency, so that its workplaces become more attractive for the recruitment and retention talent.

Based on the approval of this plan, a proposal will be made to the Governing Council for the implementation of productivity for meeting objectives that will allow for the receipt of additional productivity amounts to those existing during the financial year 2026, depending on the degree of compliance with the indicators set in this annual action plan.

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b) Improved appropriations for Social Action.

The amounts allocated to the Agency's Social Action are lower than those of neighbouring organisations, which objectively reduces the Agency's competitiveness when it comes to attracting staff. In the proposal for the PGE for the year 2025, an increase of 27% in these funds is envisaged which, if approved, would comply with this strategic measure.

c) Active modification of the current job list.

Work will be carried out on the active management of files for the modification of the agency's Job List in accordance with the legally established procedures. Jobs that are unattractive and remain vacant over the years will be eliminated and new, more attractive will be created according to the needs that are detected throughout the period execution of the management contract.

d) Improvements in the SRA analytical cost accounting.

The Agency has recently implemented analytical cost accounting using the IGAE software application called CANOA. A new customisation report will be approved during 2025, in collaboration with the Delegate Comptroller's Office, so that the information to be obtained is consistent with the strategic lines established by the Agency in its multiannual action plan.

e) Increased funding for the SRA ICT area.



During the year 2025, a maximum budgetary effort will be made in relation to ICT activities to be financed from Chapter II of its expenditure budget. This measure is a continuation of the increase in human resources in the ICT Area during the year 2024.

f) *Strengthening the strategic planning of the SRA.*

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During the year 2025, quarterly reports will be submitted to the Agency's Control Commission on the evolution of the AAP, including deviations from the initial forecasts and the measures to be taken to meet the established objectives.

2.5 Strategic line of improvement transparency and dissemination of the Agency's activities.

Description and actions

This strategic line aims to make the Agency's activities and actions visible to the outside world and to its employees, fulfilling the obligations of transparency in administrative activities and good governance on the part of the Agency's public officials, as well as accountability and commitments to present accurate and complete information on the results and procedures used in management. To this end, the following activities will be carried out.

2.5.1 Action 1. Communication and dissemination.

Communication and dissemination activities aim to give visibility and transparency to all the Agency's activities through the participation of its management and technical staff in events, and through its presence in the media, including social networks. The new website has also launched an initiative to communicate important scientific news on grants financed by the Agency. In short, the aim is to disseminate the Agency's activities in order to improve the vision of its work in the scientific community and the rest of Spanish society, and to adopt the necessary measures to guarantee maximum transparency in the exercise of its functions.

The following activities, among others, are included in this programme:

I. References in the media.



- II. Press releases.
- III. Presence in social networks.
- IV. Interviews.
- V. Communication of scientific news on major grants.
- VI. Communication of results of call analysis and ex-post evaluation.
- VII. Active participation in events with the scientific community.
- VIII. Conferences with the presidents and coordinators of the scientific areas.
- IX. Website advertising: updating and inclusion of new content.
- X. Publicity in the National Grants Database.
- XI. Updating of the Instructions for the communication and publicity aid granted.
- XII. Translation into English of documents relevant to the Agency's activity.
- XIII. Publication on the Transparency Portal of documents relevant to the Agency's activity.
- XIV. Publicising the Agency's budgets, annual accounts and procurement.
- XV. Internal communications and meetings with Agency staff.

2.5.2 Action 2. Representation in national and international fora.

Given the importance of maintaining and strengthening the national and international dimension of the Agency's activities, representation activities will be developed in national and international meetings and forums related to matters within its scope of action, as well as representation in R&D&I policy forums when so determined by the Ministry of Science and Innovation. International activities include participation in the governing bodies of ERANETs and specialised working groups within the European Commission. National activities include boards of trustees, commissions, working groups, R&D&I and other specialised forums.



strategic measures

a) *Increasing the impact of communication activity.*

During the period of the three-year plan, the impact of communication will be progressively increased both in terms of communication activities on the results of the calls and on scientific results and advances from funded projects.

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b) *Improving communication skills*

The necessary staffing for the provision of specialised staff will be incorporated into the SRA Support Unit as a necessary step towards improving communication within this Unit.

2.6 Strategic line to make gender equality effective in the Agency and in R&D&I funding activities.

Description and actions

This strategic line aims to reduce the situation of inequality and under-representation of women in leadership, visibility, recognition and presence in positions of high responsibility in the R&D&I system, mitigate the consequences of possible interruptions in the research activity of women who may have been affected by maternity or care in the assessment of curricular merits, promote the balanced presence of men and women in bodies and processes, encourage a more inclusive content in scientific-technical proposals, promote the careers of women researchers and consolidate an organisational culture in the R&D&I system that is sensitive to gender equality.

This line includes the following activities:

2.6.1 Establishment of Gender Equality structures and mechanisms.

The aim of this action is to strengthen and consolidate the Agency's structure in order to implement a quality and sustainable equality policy in the medium and long term.

The following activities, among others, are included in this programme:



- I. Publish a report with sex-disaggregated data on funding actions after resolutions of grants.
- II. Analyse the application and distribution by sex of the measures to mitigate interruptions in research activity, in the assessment of curricular merits.
- III. Establishment of an Equality Unit within the Agency, integrating all equality activities.
- IV. Monitoring of the Agency-specific protocol against sexual and gender-based harassment.

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2.6.2 Action 2. Awareness, training and organisational culture.

The development of this programme is intended to raise awareness of measures to promote gender equality in the Agency's funding activities, and the need for specific training to carry them out.

The following activities, among others, are included in this programme:

- I. Provide courses for the Agency's staff on equality in the management calls.
- II. Access to equality courses organised by INAP, the Directorate General for the Civil Service and the Ministry of Science and Innovation's SSCC Training Plan.
- III. Carry out dissemination work aimed at awareness raising and training on gender equality and gender bias for members of Agency's thematic areas, technical committees, evaluators and evaluators.
- IV. Encourage the use of the support material on the integration of a gender perspective in the approach, methodology and expected impact of the project.
- V. Analyse applications for research projects that include the gender perspective of the proposed research.



2.6.3 Action 3. Integration gender perspective in the scientific and technical monitoring and evaluation process.

The aim of this action is to incorporate gender equality criteria throughout the scientific evaluation process in order to avoid possible biases, as well as to promote the gender perspective in the content of R&D&I as a quality factor.

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The following activities are included in this action:

- I. **Extend the application of the gender equality criteria set out in the basic orders to the different internal and external calls managed by the Agency.**
- II. **Advance in the balanced composition of men and women in the collaboration teams that manage the Agency's 19 thematic areas, as well as the number of male and female evaluators participating in remote and evaluation commissions.**
- III. **Maintain gender descriptors in the evaluation and monitoring report templates.**
- IV. **Promote the completion of self-training courses by the people who are going to carry out tasks of evaluation and monitoring of the Agency's aid.**
- V. **Conduct a gender analysis of the success rate of women and men as Lead Researcher of projects in order to identify possible causes and implement appropriate corrective measures.**

Strategic measures

The following measures will be taken to implement this Plan:

a) Filling Head of the Equality Unit job position.

A level 26 post has been created as a result of the processing of a file amending the list of posts of the SRA. This post should be filled during the year 2025 in order to effectively set up the Equality Unit of the SRA.



b) Promoting equality courses within the SRA Training Plan.

In the 2025 Training Plan, the number of equality training courses will be increased and the participation of the Agency's staff in courses programmed in other training areas will be encouraged.

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3 Representative indicators of plan compliance.

A total of 6 indicators are detailed in this section, each corresponding to one of the strategic lines of the three-year plan.

3.1 LE 1 Indicator. Percentage of budget execution.

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The main indicator to assess whether the budgetary resources available for the financing of the different calls of the SRA have been efficiently allocated is the degree of budget execution of Chapter VII. If the SRA is able to use 100% of these resources in each of the budget years of the duration of this plan, this indicates that there is adequate planning of its funding activity. On the contrary, low levels of budget execution are indicative of a lack of planning, as it means wasting resources that should be made available to the beneficiaries of its calls.

Indicator: Budget implementation rate (EP). This is the ratio between the amount of **chapter 7** of the expenditure budget totalling all accounting documents type RC (euro) and the amount all accounting documents type O of the current year (euro).

Calculation of the indicator: The value of this indicator is calculated follows:

$$EP = \frac{\text{Amount of accounting documents O}}{\text{Amount of accounting documents RC}} \times 100$$

Value of the indicator in the years 2022 and 2023. The value achieved by this indicator for the years 2022 and 2023 is as follows:

YEAR	Amount O documents	Amount CR documents	Indicator value
2022	1.147.049.426,91	1.343.679.785,34	85,37
2023	1.335.026.631,53	1.533.522.977,17	87,06

Table 2. Values of indicator 1 in the years 2022 and 2023.



Assessment of the fulfilment of the commitment: The value assigned to this commitment will be calculated according to the following table:

EP (%)	Value
> 96	100
92 - 96	75
88 - 92	50
< 88	0

Table 3. Values assigned to the degree of compliance with indicator 1.

3.2 LE 2 indicator. C-T and economic monitoring reports.

The indicator that can best define this strategic line should contain information on the two actions carried out within it, the scientific-technical monitoring and the economic monitoring of grants.

Indicator: Percentage of scientific-technical monitoring reports carried out with respect to the number of reports scheduled annually and waiting time for the economic verification of

Calculation of the indicator: The value obtained for indicator 2 is the result of the following formula:

$$\text{Indicator} = \frac{SCT + SE}{2}$$

Where:

SCT (scientific-technical follow-up) is the value obtained by applying the following table to the result of formula 1.

Annual reports realised (%)	Value
≥75	100
60-74	75
50-59	50
<50	0

Table 4. Values assigned to SCT (scientific technical monitoring).



Being formula 1:

$$\text{Annual reports completed } (\%)_{\text{year } x} = \frac{n^{\circ} \text{ reports completed}}{n^{\circ} \text{ scheduled reports}} * 100$$

Economic monitoring is the value obtained by applying the result of formula 2 to the following table.

Waiting time (days)	Value
<750	100
(900-750]	75
(1.000-900]	50
>1.000	0

Table 5. Values assigned to the ES, economic monitoring.

Being the formula 2:

$$\text{Waiting time } ()_{\text{days}}^{\text{year } x} = \frac{c+c+\dots+c_n}{N}$$

Where c is the number of days between the date of submission of the financial justification of an aid and the date on which the verification is carried out.

$$c_n (\text{days}) = [(F \text{ presentation of financial justification}) - (F \text{ verification})]$$

N is the total number of grants reviewed in the reference year and F is the date. The grants included for the calculation of the indicator will be those related to the execution of research projects with total review. Therefore, grants from human resources programmes are excluded, as well as calls whose review dossiers are carried out on an annual basis.

The verification is considered to be carried out when the administrative act that interrupts the limitation period takes place, i.e. the first iteration of the Agency with the beneficiary derived from the performance of the review, which must be one of the following: closure report, documentary requirement, requirement for additional documentation, requirement to rectify or AiPR (Agreement to initiate a reimbursement proposal).

For projects for which verification (as defined in the previous paragraph) has been carried out in the reference year, the date on which the beneficiary has submitted the financial justification will be obtained (in the case of aid lines that are not subject to a financial justification).



are financed "in total", the date of the last justification submitted is considered, which is the date that allows the review to be initiated).

Value of the indicator in the years 2022 and 2023. The value achieved by this indicator for the years 2021 and 2022 is as follows:

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YEAR	SCT	SE	Indicator value
2022	75	50	62,50
2023	75	75	75

Table 6. Values obtained in 2022 and 2023 for indicator 2.

3.3 LE 3 indicator. Percentage of international projects.

Indicator: Percentage of international projects in year x over the average number of projects funded in the years 2020 to 2023. The average of these projects amounts to 145 projects/year (109 in 2020, 127 in 2021 and 196 in 2022 and 143 in 2023).

Calculation of the indicator: The indicator shall be calculated as follows:

$$\text{Variation in Spanish participation (\%)}_{\text{year } x} = \frac{\text{Number of projects } x}{141 \text{ (Projects average 2019 to 2022)}}$$

Where the average number of projects from 2019 to 2022 obtains the value 141.

Value of the indicator in the years 2022 and 2023. The value achieved by this indicator for the years 2022 and 2023 is as follows:

YEAR	%
2022	135
2023	99

Table 7. Values obtained in 2022 and 2023 for indicator 3.

The value assigned to this commitment will be calculated according to the following table. The commitment is conservative because the data will be affected by the completion of the PRTR.



% Spanish participation	Value
>110	100
(100-110]	75
(90-100]	50
<90	0

Table 8. Values assigned to the achievement of Indicator 3.

3.4 LE 4 Indicator. Number of plans implemented

Indicator: Number of plans and planned actions carried out.

Calculation of the indicator: For the calculation of the indicator, the number of plans, reports or actions carried out during the period shall be added up. The following shall be taken into account

- Plans that are approved by the Governing Council. Each will be valued with 2 points: Management contract proposal, Annual Action Plan, General Activity Report, Productivity proposal for meeting objectives, procedures manual, three-year plan.
- Plans that are approved by the Presidency of the SRA: Each will be assessed with 1 point. Training Plan, Social Action Plan, Annual Recruitment Plan, Simplification Plan.
- Other actions of the strategic line: Each will be valued at 0.5 points: Call for specific or merit-based competitions, approval of RPT modification dossier.

Value of the indicator in the years 2022 and 2023. The value achieved by this indicator for the years 2022 and 2023 is as follows:

YEAR	INDICATOR
2022	7,5
2023	11,5

Table 9. Values obtained in 2022 and 2023 for indicator 4.



Assessment of the fulfilment of the commitment. The value assigned to this commitment will be calculated according to the following table:

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INCICATOR	VALUE
>12	100
(10 -12]	75
[8 - 10]	50
<8	0

Table 10. Values assigned to the achievement of Indicator 4.

3.5 LE 5 indicator. Media references.

Indicator: References and interviews in the media.

Calculation of the indicator: The indicator shall be calculated as follows:

Dissemination= references to the SRA in the media

Value of the indicator in the years 2022 and 2023. The value achieved by this indicator for the years 2022 and 2023 is as follows:

YEAR	DIAS
2022	1.700
2023	2500

Table 11. Values obtained in 2022 and 2023 for indicator 5.

Assessment of the fulfilment of the commitment: The value assigned to this commitment will be calculated according to the following table:



References	Value
>2.500	100
(2.000 -2.500]	75
[1.500 - 2.000]	50
<1.500	0

Table 12. Values assigned to the achievement of Indicator 5.

3.6 LE 6 Indicator. Percentage of people who have taken an equality course

Indicator: Percentage of Agency staff who have completed a gender equality course.

Calculation of the indicator: The indicator shall be calculated as follows:

$$\text{staff trained in equality (\%)}_{(\text{year } x)} = \frac{\text{people undertaking equality training}}{\text{people on staff}} \times 100$$

Value of the indicator in the years 2022 and 2023. The value achieved by this indicator for the years 2022 and 2023 is as follows:

YEAR	%
2022	13,92
2023	9,57

Table 13. Values obtained in 2022 and 2023 for indicator 5.

Assessment of the fulfilment of the commitment: The value assigned to this commitment will be calculated according to the following table:

Template making a course on Equality (%)	Value
>12	100
(10-12]	75
[5-10]	50
<5	0

Table 14. Values assigned to the achievement of 6.



3.7 Agency's overall target achievement (IGA).

This index determines, based on the value of the indicators described in the previous sections, the degree of compliance with the Agency's Annual Action Plan. It is obtained by aggregating the different indicators included in the plan, duly weighted according to the importance assigned to them:

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Indicator	Summary commitment	WEIGHTING	SCORES (0-100)			
		Annually	2025	2026	2027	
1	Execution rate of Chapter VII Expenditure	30	100	100	100	
2	Scientific, technical and economic monitoring of aid.	20	100	100	100	
3	Percentage of international projects in year x over average number of projects funded in the years 2020 to 2023	20	100	100	100	
4	Number of plans and planned actions carried out.	10	100	100	100	
5	References and media interviews	10	100	100	100	
6	% of SRA staff who take an equality course each year.	10	100	100	100	

Table 15. Calculation of the annual IGA assuming 100% compliance for each commitment.

Calculation of the IGA:

$$IGA_n = \frac{\sum_{c=1}^n P_c \times PT_c}{100}$$

n = annuity for which the IGA is calculated

c = indicator number (1 to 6)

P = weighting established for each annuality and each commitment

PT = score obtained according to the degree of fulfilment of each commitment



IGA Compliance Ranges

RESULT	MAXIMUM	MINIMUM
Satisfactory compliance	100	90.1
Moderate compliance	90	75.1
Deficit compliance	75	0

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4 RESOURCES ALLOCATED TO THE PLAN

This section lists the resources available to the Agency to implement the annual action plan.

4.1 Budgetary resources

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4.1.1 Revenue forecast year 2025

This sub-section details the revenue projection that the Agency expects to obtain during the year 2025.

The amounts are the same as those found in the latest model of the General State Budget for the year 2025 that is currently in the pipeline.

The forecast of the revenue budget by chapter is as follows:

Económica	Explicación	2025
3	TASAS, PRECIOS PUBLICOS Y OTROS INGRESOS	
319	Otros precios públicos	1.000.000
329	Otros ingresos procedentes de prestación de servicios	100.000
	TOTAL CAPÍTULO 3	1.100.000
4	TRANSFERENCIAS CORRIENTES	
40000	Del departamento de adscripción	29.984.020,00
	TOTAL CAPÍTULO 4	29.984.020,00
6	ENAJENACIÓN DE INVERSIONES REALES	
680	Reintegros de ejercicios cerrados	37.016.870
	TOTAL CAPITULO 6	37.016.870
7	TRANSFERENCIAS DE CAPITAL	
70000	Del departamento de adscripción	799.209.590
790	Fondo Europeo de Desarrollo Regional	20.000.000
794	Fondo social Europeo	50.000.000
795	Otras transferencias de la UE	2.500.000
	TOTAL CAPITULO 7	871.709.590
8	ACTIVOS FINANCIEROS	
83	Reintegros de familias e instituciones sin fines de lucro	20.000
	TOTAL CAPITULO 6	20.000
	TOTAL INGRESOS	939.830.480

Table 14. Summary of revenue budget



4.1.2 Expenditure budget

This sub-section details the projected expenditure that the Agency expects to incur during the year 2025. The amounts are the same as those found in the latest model of the General State Budget for the year 2025, which is currently being processed.

Expenditure by the State Research Agency falls under budget programme 463B "Promotion and Coordination of Scientific and Technical Research", although, when a grant resolution includes aid to other General Administration bodies, these amounts are transferred to programme 000X for appropriate budgetary monitoring.

Económica	Explicación	2025
1	GASTOS DE PERSONAL	
10	Altos cargos	92.360
12	Funcionarios	9.552.770
13	Laborales	1.474.520
15	Incentivos al rendimiento	966.150
16	Cuotas, prestaciones sociales y gastos sociales a cargo del empleador	1.743.380
	TOTAL CAPÍTULO 1	13.829.180
2	GASTOS CORRIENTES EN BIENES Y SERVICIOS	
20	Arrendamientos y cánones	33.650
21	Reparaciones, mantenimiento y conservación	278.890
22	Material, suministros y otros	9.519.490
23	Indemnizaciones por razón del servicio	9.437.870
	TOTAL CAPÍTULO 2	19.269.900
3	GASTOS FINANCIEROS	
35	Intereses de demora	300.000
	TOTAL CAPITULO 3	300.000
4	TRANSFERENCIAS CORRIENTES	
490	Cuota participación Science Europe	85.000
	TOTAL CAPITULO 4	85.000
6	INVERSIONES REALES	
630	Gastos en inversiones materiales nuevas	0
640	Gastos en inversiones de carácter inmaterial	70.000
	TOTAL CAPITULO 6	0
7	TRANSFERENCIAS DE CAPITAL	
74	A entidades del Sector Público Estatal	828.011.400
75	A Comunidades Autónomas	20.170.000
76	A entidades locales	50.000.000
77	A empresas privadas	5.000.000
78	A familias e instituciones sin fines de lucro	2.250.000
795	Otras transferencias de la UE	1.000.000
	TOTAL CAPITULO 7	906.431.400
8	PRESTAMOS	
83	Concesion de préstamos fuera del sector público	20.000
	TOTAL CAPITULO 6	20.000
	TOTAL GASTOS (COMPRENDE LOS PROGRAMAS 463B Y 000X)	939.830.480

Table 15. Aggregate expenditure budget of programmes 463B and 000X (thousands of).



4.2 Human Resources

4.2.1 Civil servants

At the date of preparation of this plan, the SRA has the list of posts attached as [Annex 2](#). The total number of posts is 294, of which 103 are vacant, i.e. 35% of the total. Therefore, the number of civil servants is 191.

It is also worth noting that during the period of the three-year plan a total of 29 people will be of retirement age, which is considered to be 65 years, 15% of the current staff.

Of the 191 staff 11 are managerial staff (levels 30), 128 are technical staff (Groups A1-A2) and 52 are support staff (Groups C1-C2).

As far as vacancies are concerned, there are no management vacancies, 46 technical staff posts, 24 posts to be filled by either technical or support staff and 33 support staff.

The quantitative increase of the RPT will not be very relevant, since the creation of new posts through the Public Employment Offer will be partly compensated by the amortisation of posts. On the other hand, the SRA will process files for the modification of the PTR for the creation of more attractive posts through the amortisation of those posts that have been vacant for more 3 years and have already been filled by means of transfer competitions.

The forecast of staff and posts in the RPT is as follows:

EVOLUTION OF STAFF NUMBERS AND R.P.T.			
	YEAR 2025	YEAR 2026	YEAR 2027
R.P.T. POSTS	300	305	310
FILLED	200	210	230
VACANCIES	100	95	80
COVERAGE RATE	66,67%	68,85%	74,19%

Table 16. Calculation of maximum staffing levels.



4.2.2 Staff.

At the date of preparation of this plan, the SRA has 25 permanent staff positions, 16 of which are vacant, giving a vacancy rate of 64%. Therefore, the number of permanent staff is 9 employees.

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Professional group	Endowments	Remuneration
M3	12	According to agreement
M2		According to agreement
M1	2	According to agreement
E2		According to agreement
E1	5	According to agreement
E0	1	According to agreement
G1	2	According to agreement
G2		According to agreement
G3	1	According to agreement
G4	2	According to agreement

Table 17. Remuneration of the Working Staff.

Of the 9 permanent staff, 3 are technical staff (groups M1-M2-ME) and 6 are support staff (E1-E0). Of the 16 vacancies, 14 are technical staff and 2 are support staff as follows:

On the other hand, there are 11 workers with temporary employment contracts due to the quota authorisation under the management of PRTR funds. These contracts are due to end in 2025 and all of them are for technical staff.

The typology of the jobs is detailed in [Annex 3](#).

During the implementation period of the plan, the main objective is to reduce permanent staff vacancies and to extend the duration of temporary employment associated with the management of the PRTR.

The incorporation of permanent staff is foreseen as a consequence of the completion of the selective processes associated with the OEP for the years 2021 to 2023. The inclusion in the OEP of posts not filled or associated with ongoing selection processes will be requested at the beginning of each of the annual periods.



4.3 Productivity bonus for meeting objectives.

Each year, the Secretary of State for Budgets and Expenditure, by delegation of the Minister of Finance, determines by ministerial order the annual amounts allocated performance incentives for civil servant and temporary staff, including Armed Forces personnel, in the various ministerial departments, autonomous bodies, state agencies and other bodies.

This order leaves open the possibility that these amounts may be increased during the course of each financial year through the application of additional productivity models for meeting objectives and others of a similar nature.

This includes as a strategic measure the application of this model to the result of the execution of this plan, based on compliance with the indicators in section 3. This productivity would be generated in the year 2026 through the processing of a credit generation file that will be subject to prior approval by the Secretary of State for Budgets and Expenditure.

The basis for calculating productivity for meeting targets consists of the revenue received annually by the Agency from:

- Public prices.
- Agreements and entrustment of management.
- EU transfers.

The maximum wage bill that can be dedicated annually to PCO shall be a maximum of 800,000 euros, in the case of 100% compliance with the general rate of compliance with objectives (IGA) set out in section 3.7. A General Rate of Compliance of less than 50% will not generate PCO, compliance above 50% will generate an PCO mass equal to the corresponding percentage of the actual rate achieved.

The Governing Board shall adopt, after consultation with the representatives of the public employees, the rule establishing the criteria for the individual distribution of PCOs, within each group.



5 EVALUATION AND MONITORING

On a quarterly basis, the Secretariat General of the SRA will prepare a report on the implementation of the Annual Action Plan, detailing:

- Forecast of the AAP compliance rate.
- If there are events or circumstances not foreseen in the Plan that may have a significant impact on its implementation.
- Whether corrective measures have been taken to avoid deviations that such facts or circumstances may produce,

The quarterly reports shall be submitted to the Agency's Control Commission, which may decide to forward them to the Governing Board if circumstances so require.

During the first half of the first year of the following year of the AAP's validity, a General Activity Report will be drawn up detailing the degree of compliance with the Annual Action Plan through the calculation of each of the indicators foreseen in the AAP. This report will be approved by the Governing Council.



ANNEX 1 DETAILS OF SCIENTIFIC, TECHNICAL AND ECONOMIC MONITORING

PLANIFICACION VERIFICACIONES ECONÓMICAS 2025	
Relación de convocatorias sobre las que se van a iniciar actuaciones de verificación económica durante 2025	
Proyectos/Acciones de dinamización	AC. PROG. CONJUNTA INTERNACIONAL 2019 Plazo 2
	AC. PROG. CONJUNTA INTERNACIONAL 2020 Plazo 1
	AC. PROG. CONJUNTA INTERNACIONAL 2020 Plazo 2
	AC. PROG. CONJUNTA INTERNACIONAL 2021 Plazo 1
	AC. PROG. CONJUNTA INTERNACIONAL 2021 Plazo 2
	AC. PROG. CONJUNTA INTERNACIONAL 2022 Plazo 1
	Europa Excelencia 2020
	Europa Excelencia 2021
	Europa Excelencia 2022
	Europa Investigación 2020
	Europa Redes y Gestores - Europa Centros Tecnológicos 2020
	Excelencia Severo Ochoa 2018
	Excelencia Severo Ochoa 2019
	Plataformas Tecnológicas y de Innovación 2020
	Proyectos estratégicos orientados transición ecológica y transición digital 2021
	Proyectos I + D 2020
	Proyectos de Generación de Conocimiento 2021
	Proyectos I+D+i Pruebas de Concepto 2022
RRHH	Doctorados industriales 2021
	Juan de la Cierva 2021
	Programa Torres Quevedo 2021
Relación de convocatorias sobre las que hay actuaciones de verificación en 2025 iniciadas en años anteriores	
Proyectos/Acciones de dinamización	AC. PROG. CONJUNTA INTERNACIONAL 2018 Plazo 1
	AC. PROG. CONJUNTA INTERNACIONAL 2019 Plazo 1
	Acciones Dinamización Redes Investigación 2018
	Europa Investigación 2019
	Europa Redes y Gestores - Europa Centros Tecnológicos 2019
	Excelencia Severo Ochoa 2016
	Excelencia Severo Ochoa 2017
	Excelencia Severo Ochoa 2020
	Plataformas Tecnológicas y de Innovación 2018
	Proyectos I + D Excelencia 2017
	Proyectos I + D Excelencia 2018
	Proyectos I + D Retos 2017
	Proyectos I + D Retos 2018
	Proyectos I + D 2019
	Proyectos I+D+i Pruebas de Concepto 2021
	Retos-Colaboración 2015
	Retos-Colaboración 2016
	Retos-Colaboración 2017
	Retos-Colaboración 2019
RRHH	Doctorados industriales 2019
	Doctorados industriales 2020
	Juan de la Cierva Formación 2020
	Juan de la Cierva Incorporación 2019
	Juan de la Cierva Incorporación 2020
	Programa Técnicos de Apoyo 2019
	Programa Técnicos de Apoyo 2020
	Programa Torres Quevedo 2019
	Programa Torres Quevedo 2020



PLANIFICACION SEGUIMIENTO CIENTÍFICO -TÈCNICO DE CONVOCATORIAS	
ACTIVIDAD	
Jornadas de seguimiento	Proyectos PID2022 de 3 años de duración: seguimiento 470 ayudas
	Proyectos PID2021 de 4 años de duración: seguimiento 120 ayudas
	Europa Excelencia 2021: seguimiento 13 ayudas
	Severo Ochoa 2021: seguimiento 18 ayudas
	Doctorados industriales: seguimiento 7 ayudas
	Ac. Prog. Conjunta Internacional: 20 ayudas
Verificación in-situ	Convocatoria CPP2021:
	Severo Ochoa 2018-2021: 18
Informes intermedios y finales	Convocatorias PID2021-2022-2023: 2.941 informes intermedios
	Convocatorias PID2019-2020-2021, TED2021, PDC2021-2022: 3.589 informes finales
	Convocatorias PRE2018-2019-2020-2021 y 2022: 9.533 informes
	Convocatoria Doctorados Industriales: 16 informes.
	Convocatorias Formación Juan de la Cierva: 123 informes
	Convocatorias Juan de la Cierva: 9 informes
	Convocatorias Personal Técnico de Apoyo: 143 informes
	Convocatorias Torres Quevedo: 267 informes
	Convocatorias Ramón y Cajal: 702 informes

- **Actions 2.1.2 linked to the investigation of the procedure for the granting of aid (action line 2)**

#	ACTIVITY	INDICATOR	VALUE OBJECTIVE
2.1.2.I	Drafting and publication of the calls	No. of calls published	17
2.1.2.II	Instruction	No. of dossiers processed	16,000
2.1.2.III	Maintenance of the system of entities	No. of requests for registrations/deletions/modifications processed	2,000
2.1.2.IV	Advice to applicants for help	No. of emails answered	17,000

- **Actions 2.2.2 Economic monitoring**

#	ACTIVITY	INDICATOR	ESTIMATED IMPLEMENTATION
2.2.2.I	Administrative review of the supporting account and audit of expenditure	No. of files reviewed	8,376
2.2.2.II	Follow-up visits	No. of visits made	0
3.2.3 a)	Start-up Agreements	No. Start-up agreements	6,700



3.2.3 b)	Refund decisions	No. of reimbursement decisions	7,500
2.2.2.IV	Analysis of appeals for reconsideration	No. of reports sent to the General Secretariat	310
2.2.2.V.a)	Maintenance of the BDNS. Payments	No. Updates per payment	18,000
2.2.2.V.b)	Maintenance of the BDNS. Refunds	No. Refund updates	3,000
2.2.2.V.c)	Maintenance of the BDNS. Returns	No. Refund updates	4,500
2.2.2.VI	Cancellation of collateral and seizure of guarantees	No. of collateral cancelled, partially cancelled or seized	670
2.2.2.VII	Certification of IEE funds	No. of certified operations	2,500
2.2.2.VIII	Advice to beneficiaries	No. of emails answered	12,800

#	ACTIVITY	INDICATOR	ESTIMATED IMPLEMENTATION
2.1.4.I	Pre-auditing of calls for aid that require it	No. of calls reviewed	3
2.1.4.II	Revision of the requirements for obtaining the status of beneficiary and for the payment of multi-annual aid.	No. of revisions	6,500
2.1.4.III	Issuing and posting of accounting documents	No. of accounting documents issued	25,800
2.1.4.IV	Payment of aid	No. of transfers made	15,100
2.1.4.IV	Advice to aid applicants	No. of emails answered	1,300



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ANNEX 2 LIST OF JOB POSITIONS FOR CIVIL SERVANTS

SENIOR MANAGEMENT			
Title	Level	C.Espec.	Agr.body
SECRETARY GENERAL	30	34388,9	46
HEAD OF SCIENTIFIC AND TECHNICAL COORDINATION, EVALUATION AND MONITORING DIVISION	30	29112,02	
HEAD OF PROGRAMMING AND ECONOMIC AND ADMINISTRATIVE MANAGEMENT DIVISION	30	29112,02	
HEAD OF THE COORDINATION AND EVALUATION SUBDIVISION	30	29112,02	
HEAD OF EUROPEAN FUNDS MANAGEMENT SUBDIVISION	30	29112,02	
HEAD OF ECONOMIC MANAGEMENT SUBDIVISION	30	29112,02	
HEAD OF PLANNING AND ADMINISTRATIVE MANAGEMENT SUBDIVISION	30	29112,02	
HEAD OF SUBD. SCIENTIFIC-TECHNICAL PROGRAMMES TRANSV., FORT.AND EXCEL.	30	29112,02	
HEAD OF SCIENTIFIC-TECHNICAL THEMATIC PROGRAMME SUBDIVISION	30	29112,02	
HEAD OF THE MONITORING AND JUSTIFICATION OF AID SUBDIVISION	30	29112,02	
ADVISORY MEMBER / ADVISORY MEMBER	30	23482,06	

TECHNICAL STAFF			
Title	Level	C.Espec.	Agr.body
HEAD OF DEPARTMENT OF STUDIES AND PLANNING	29	23482,06	EX22
HEAD OF TECHNICAL DEPARTMENT	29	23482,06	EX22
HEAD OF TECHNICAL DEPARTMENT	29	23482,06	EX22
HEAD OF TECHNICAL DEPARTMENT	29	23482,06	EX22
HEAD OF TECHNICAL DEPARTMENT	29	23482,06	EX22
DEPUTY HEAD OF DIVISION	29	23482,06	
DEPUTY HEAD OF DIVISION	29	23482,06	
DEPUTY HEAD / ASSISTANT HEAD OF SUBDIVISION	29	23482,06	EX22
DEPUTY HEAD / ASSISTANT HEAD OF SUBDIVISION	29	23482,06	
DEPUTY HEAD / ASSISTANT HEAD OF SUBDIVISION	29	23482,06	EX22
DEPUTY HEAD / ASSISTANT HEAD OF SUBDIVISION	29	23482,06	
COORDINATING TECHNICIAN/COORDINATING TECHNICIAN	29	23482,06	
TECHNICAL ADVISOR / TECHNICAL ADVISOR FOR R&D	28	18812,08	EX22
HEAD OF AREA	28	18812,08	EX27
HEAD OF AREA	28	18812,08	
HEAD OF AREA	28	18812,08	EX22
HEAD OF NATIONAL PROJECTS AREA	28	18812,08	EX22
HEAD OF AREA REGISTRATION CIT	28	18812,08	EX22
WORKPLACE	28	18812,08	
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16373,7	EX22
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16373,7	EX22
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	



Title	Level	C.Espec.	Agr.body
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	EX22
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	EX22
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	EX27
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	EX22
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	47
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	
TECHNICAL ADVISER / TECHNICAL ADVISER	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX11
HEAD OF AREA	28	16349,34	EX27
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX27
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF AREA	28	16349,34	EX22
HEAD OF BIOMEDICINE AND TT AREA. HEALTH	28	16349,34	EX22
HEAD OF THE INTERNATIONAL COOPERATION AREA	28	16349,34	EX27
HEAD OF AREA OF CO-ORDINATION OF COLLABORATION AGREEMENTS	28	16349,34	EX22
HEAD OF THE PLANNING AND FORESIGHT AREA	28	16349,34	EX27
HEAD OF PLANNING, FELLOWSHIPS AND FRAMEWORK PROGRAMME AREA	28	16349,34	EX22
HEAD OF AREA OF INTERNAL PROGRAMMES. AND SOCIO-ECONOMICS	28	16349,34	EX23
HEAD OF THE SECURITY AREA AND TT. TOURISM	28	16349,34	EX22
HEAD OF AREA MEDITERRANEAN, MIDDLE EAST AND AFRICA	28	16349,34	EX22
WORKPLACE	28	16349,34	
HEAD OF CASHIER'S OFFICE	26	15000,44	EX22
HEAD OF THE ACCOUNTING, AUTHORISATION AND REVENUE DEPARTMENT	26	15000,44	EX11
HEAD OF SERVICE	26	13227,76	EX11
HEAD OF TECHNOLOGY DISSEMINATION DEPARTMENT	26	13227,76	EX11
HEAD OF THE CIT REGISTRY	26	13227,76	EX22
DIRECTOR / DIRECTOR	26	12659,08	EX22
PROGRAMME DIRECTOR	26	12659,08	EX11
PROGRAMME DIRECTOR	26	12659,08	EX22
PROGRAMME DIRECTOR	26	12659,08	
PROGRAMME DIRECTOR TECHNICAL DEPARTMENT	26	12659,08	EX22

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Title	Level	C.Espec.	Agr.body
PROGRAMME DIRECTOR TECHNICAL DEPARTMENT	26	12659,08	EX22
HEAD OF PROGRAMME MONITORING NATIONAL R&D PLAN	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX23
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX23
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX24
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX11



Title	Level	C.Espec.	Agr.body
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX27
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE	26	12659,08	EX11
HEAD OF SERVICE	26	12659,08	EX22
HEAD OF SERVICE FOR BUSINESS CREATION AND INNOVATION	26	12659,08	EX27
HEAD OF THE ECONOMIC ANALYSIS AND STUDIES DEPARTMENT	26	12659,08	EX22
HEAD OF SERVICE TECHNOLOGY CENTRES	26	12659,08	EX27
HEAD OF COORDINATION SERVICE	26	12659,08	EX27
HEAD OF THE CC.AA. COORDINATION SERVICE.	26	12659,08	EX11
HEAD OF THE TRAINING SERVICE. PERSONS. FOREIGN. FOREIGN.	26	12659,08	EX11
HEAD OF ADMINISTRATIVE MANAGEMENT SERVICE	26	12659,08	EX11
HEAD OF INFORMATION AND MOBILITY DEPARTMENT	26	12659,08	EX11
HEAD OF INFRASTRUCTURE SERVICE	26	12659,08	EX11
HEAD OF RESEARCH AND TECHNOLOGY SERVICE IN THE AGRICULTURAL AREA	26	12659,08	EX23
HEAD OF THE FORESTRY RESEARCH AND TECHNOLOGY SERVICE FORESTRY AREA	26	12659,08	EX23
HEAD OF SERVICE FOR MATERIALS AND NANOTECHNOLOGIES	26	12659,08	EX22
HEAD OF THE TECHNOLOGY PROGRAMMES DEPARTMENT	26	12659,08	EX11
HEAD OF THE TECHNOLOGY PROGRAMMES DEPARTMENT	26	12659,08	EX23
HEAD OF THE TECHNOLOGY PROGRAMMES DEPARTMENT	26	12659,08	EX11
HEAD OF THE SOCIO-ECONOMIC FORESIGHT DEPARTMENT	26	12659,08	EX23
HEAD OF PROJECT SERVICE ACTIONS SP. INVES.	26	12659,08	EX11
HEAD OF SERVICE OF REL. ORGANISMS AND PROGR. R & D	26	12659,08	EX22
HEAD OF SERVICE FOR INTERNATIONAL RELATIONS	26	12659,08	EX22
HEAD OF THE PARKS MONITORING SERVICE	26	12659,08	EX23
HEAD OF THE SECURITY SERVICE AND TT. TOURISM	26	12659,08	EX23
HEAD OF SERVICE N26	26	12659,08	EX27
HEAD OF SERVICE N26	26	12659,08	EX11
HEAD OF SERVICE N26	26	12659,08	EX27
HEAD OF SERVICE ORGAN. COORD. AND MANAGEMENT	26	12659,08	EX11
HEAD OF THE CASHIER'S DEPARTMENT HAB PAG.	24	10732,68	EX11
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27
R&D+I TECHNICIAN	24	7756	EX27



Title	Level	C.Espec.	Agr.body
HEAD OF SECTION	24	7261,38	EX23
HEAD OF SECTION	24	7261,38	EX23
HEAD OF SECTION	24	7261,38	EX27
HEAD OF SECTION	24	7261,38	EX27
HEAD OF SECTION	24	7261,38	EX27
HEAD OF SECTION	24	7261,38	EX23
HEAD OF SECTION	24	7261,38	EX27
HEAD OF TECHNICAL SECTION	24	7261,38	EX11
HEAD OF SECTION	24	5471,9	EX27
HEAD OF SECTION	24	5471,9	EX11

SUPPORT STAFF			
Title	Level	C.Espec.	Agr.body
SYSTEMS ANALYST	22	10732,68	EX11
SYSTEMS ANALYST	22	10732,68	EX11
HEAD OF LEGAL REGIME SECTION	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF SECTION N22	22	5471,9	EX11
HEAD OF TECHNICAL SECTION MANAGEMENT	22	5471,9	EX11
HEAD OF SECTION	22	5471,9	EX27
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF SECTION	22	4988,48	EX11
HEAD OF MANAGEMENT SUPPORT SECTION	22	4988,48	EX11
HEAD OF SECTION OF TECHNOLOGY CENTRES	22	4988,48	EX11
HEAD OF ADMINISTRATIVE INFORMATION SECTION	22	4988,48	EX11
HEAD OF SECTION N22	22	4988,48	EX11



Title	Level	C.Espec.	Agr.body
HEAD OF SECTION N22	22	4988,48	EX22
HEAD OF SECTION N22	22	4988,48	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX22
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION	22	4681,6	EX11
HEAD OF SECTION N22	22	4681,6	EX11
HEAD OF SECTION N22	22	4681,6	EX11
COLLABORATOR / COLLABORATOR	22	4681,6	EX27
CHIEF	20	7756	EX11
ANALYST	20	6605,76	EX11
PROGRAMMER ANALYST	20	6605,76	EX11
PROGRAMMER ANALYST	20	6605,76	EX11
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
COLLABORATOR / COLLABORATOR	20	4988,48	EX27
HEAD OF DEPARTMENT	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
HEAD OF SECTION	20	4293,66	EX11
PROGRAMMER ANALYST	18	6605,76	EX11
HEAD OF DEPARTMENT N18	18	6605,76	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11

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Title	Level	C.Espec.	Agr.body
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT N18	18	4681,6	EX11
HEAD OF DEPARTMENT	18	4293,66	EX11
HEAD OF DEPARTMENT	18	4293,66	EX11
HEAD OF DEPARTMENT	18	4293,66	EX11
HEAD OF DEPARTMENT	18	4040,4	EX11
HEAD OF DEPARTMENT	18	4040,4	EX11
SECRETARY TO THE DIRECTOR GENERAL	17	8447,32	
SECRETARY TO THE DIRECTOR GENERAL	17	8447,32	
PROGRAMMER / PROGRAMMER	17	6170,36	EX11
PROGRAMMER / PROGRAMMER	17	6170,36	EX11
FIRST LEVEL PROGRAMMER	17	6170,36	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY / SECRETARY	16	7261,38	EX11
SECRETARY OF POST N30	16	7261,38	EX11
SECRETARY OF POST N30	16	7261,38	EX11
SECRETARY OF POST N30	16	7261,38	EX11
SECRETARY OF POST N30	16	7261,38	EX11
SECRETARY OF POST N30	16	7261,38	EX11
CHIEF	16	4681,6	EX11
SHIFT MANAGER DEPUTY SHIFT MANAGER TO HEAD OF EXPLOITATION	16	4681,6	EX11
HEAD OF DEPARTMENT	16	4040,4	EX11
HEAD OF DEPARTMENT	16	4040,4	EX11
HEAD OF DEPARTMENT	16	4040,4	EX11
ASSISTANT TECHNICIAN IN COMPUTER TECHNOLOGY	16	4040,4	EX11

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Title	Level	C.Espec.	Agr.body
ASSISTANT TECHNICIAN IN COMPUTER TECHNOLOGY	16	4040,4	EX11
ASSISTANT TECHNICIAN IN COMPUTER TECHNOLOGY	16	4040,4	EX11
ASSISTANT TECHNICIAN IN COMPUTER TECHNOLOGY	16	4040,4	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
CHIEF OF NEGOTIATION	16	3729,32	EX11
OPERATOR / OPERATOR	14	4293,66	EX11
OFFICE ASSISTANT	14	3729,32	EX11
OFFICE ASSISTANT	14	3729,32	EX11
OFFICE ASSISTANT	14	3729,32	EX11



ANNEX 3. LIST OF JOB POSITIONS

GROUP	NAME	RETRIBUTIONS
1G	ADMINISTRATION	According to agreement
1G	ADMINISTRATION	According to agreement
4G	ADMINISTRATION	According to agreement
4G	ADMINISTRATION	According to agreement
4G	ADMINISTRATION	According to agreement
E0	COMPLEMENTARY SUPPORT TASKS	According to agreement
E1	ADMINISTRATIVE SERVICES	According to agreement
E1	ADMINISTRATIVE SERVICES	According to agreement
E1	ADMINISTRATIVE SERVICES	According to agreement
E1	ADMINISTRATIVE SERVICES	According to agreement
E1	ADMINISTRATIVE SERVICES	According to agreement
M1	GENERAL MAINTENANCE	According to agreement
M1	PREVENTION OF OCCUPATIONAL RISKS	According to agreement
M3	BIOLOGY	According to agreement
M3	BIOLOGY	According to agreement
M3	CHEMISTRY	According to agreement
M3	CHEMISTRY	According to agreement
M3	AUDIOVISUAL COMMUNICATION	According to agreement
M3	SOCIOLOGY	According to agreement
M3	SOCIOLOGY	According to agreement
M3	SOCIOLOGY	According to agreement
M3	SOCIOLOGY	According to agreement
M3	INFORMATION SCIENCES	According to agreement
M3	INFORMATION SCIENCES	According to agreement
M3	BIOLOGY	According to agreement

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ANNEX 4. CALLS SCHEDULE

0

	ENE	FEB	MAR	ABR	MAY	JUN	JUL	AGO	SEP	OCT	NOV	DIC
Proyectos en Colaboración Público-Privada (CPP2024)												
Proyectos Generación Conocimiento (PID2024)												
Técnicos de Apoyo (PTA2024)												
Torres Quevedo (PTQ2024)												
Doctores Industriales (DIN2024)												
Juan de la Cierva (JDC2024)												
Ramón y Cajal (RYC2024)												
Europa Excelencia (ERC2025)												
Certificado R3 (no tiene pagos)												
Severo Ochoa y María de Maeztu (CEX2025)												
Gestión de Proyectos Europeos (GPE2025)												
Proyectos de colaboración Internacional - I (PCI2025-1)												
Proyectos de colaboración Internacional - 2 (PCI2025-2)												
Fortalece 2025												
Proyectos Generación Conocimiento (PID2025)												
Programa ATRAE (ATR2025)												
Consolidación Investigadora (CNS2025)												
Prueba de Concepto (PDC2025)												
Equipamiento CT (EQC2025)												
Proyectos en Colaboración Público-Privada (CPP2025)												
Técnicos de Apoyo (PTA2025)												
Torres Quevedo (PTQ2025)												
Doctores Industriales (DIN2025)												
Juan de la Cierva (JDC2025)												
Ramón y Cajal (RYC2025)												
Elaboración de la convocatoria												
Periodo de solicitud, preparación de aplicaciones y comienzo de la revisión administrativa												
Evaluación de solicitudes												
Resolución de alegaciones												
Trámites previos a la concesión												

CSV : GEN-9c15-7b36-bb20-4e16-2f3c-fdd8-cf4b-3e7f

VALIDATION ADDRESS : <https://sede.administracion.gob.es/pagSedeFront/servicios/consultaCSV.htm>

SIGNATORY(1) : DIANA MORANT RIPOLL : DATE : 26/12/2024 17:16 : No specific action

