4. RECOMMENDED ATIONS ACCORDING TO THE PROFESSIONAL CATEGORY

We recommend that each professional reviews this table of recommended training actions based on their category and agree with their Group Leader or Person in charge what actions it would be advisable for them to attend during the year (ideally between 4 and 6) to strengthen their professional competences and develop their own professional development plans.

RECOMMENDED TRAINING ROUTE BY CATEGORY	Training at the time of Reception (*for all professionals*)	Pre-Doctorals (R1), Research Assistants and Laboratory Technicians	R2: Post-Doctoral // Junior Researchers // Clinical Investigator // Associate Investigator	R3: Researchers	R4: Senior Researchers	Structure
Knowledge and techniques		1. Digital skills in the search for information 2. Good research practices 3. Systematic reviews and meta-analysis 4. "R", basic programming for statistics 5. Advanced statistics and data analysis 6. Visualization and scientific impact	1. Competitive financing opportunities 2. Good practices in project management 3. Dissemination of scientific data to society 4. Advanced statistics and data analysis 5. Good research practices 6. Systematic reviews and meta-analysis	1. Good practices in project management 2. Dissemination of scientific data to society 3. Advanced statistics and data analysis 4. Good research practices 5. Systematic reviews and meta-analysis	1. Dissemination of scientific data to society	*The Researchers Training Program can be attended according to individual needs*
Organization & Governance	. PRL training *(obligatory)* . GDPR training *(obligatory)* . Training in Code of Conduct *(obligatory)*	. Specialization session: Biobank . Specialization session: Confocal Microscopy Specialization session: Laboratory Services Data: Data Management Plan, Open Access, Redcap ... . GDPR in Research . Female Leaders In science		The same as R1 and R2 plus: . Fundraising . HRS4R: Charter & Code and Personnel Selection (OTM-R)		*The Researchers Training Program can be attended according to individual needs*
Soft Skills		. How to publish a scientific article . Improving your Paragraphs & Sentences . Writing Retreat . Talking about your research and Designing Visual Aids . Revise and Resubmit your Article . Career Development . Organization and time Management		. Management of difficult conversations and conflict resolution . Team development: Delegation . Review and Resubmit your Article		Management of difficult conversations and conflict resolution Team development: Delegation Organization and time management
Institutional values	Institutional Group Reception Session in the FSJD *(obligatory)* ID card	Problem and conflict resolution workshop *(Institutional Training Program 2020)*	Training of Trainers and Values *(Institutional Training Program 2020)*	Leadership driven by values *(Institutional Training Program 2020)*		Institutional Training Program 2020