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## Research Data Management Strategy –Implementing while designing

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A clear global trend cutting across various domains highlights a profound transformation in research data management practices. This transformation seeks to enhance the evaluation of scholarly research outputs and underscores the imperative for publicly funded research to be openly disseminated and adhere to FAIR principles. Consequently, research institutions must establish a well-structured and robust research data management strategy to effectively implement high-level mission statements and commitments that foster responsible and transparent handling of research data. This contribution focuses on Research Data Management (RDM) strategies and policies, addressing pivotal questions about operative data management, institutional implementation, and the challenges encountered in the process. The RDM strategy of the IOER aims to drive sustainable transformation by leveraging open data, methods, tools, and monitoring and planning instruments. It aligns with the organisation's core strategies and involves collaborative efforts among diverse actors. The objectives of the RDM strategy encompass managing research data as a valuable asset, ensuring reproducibility, transparency, and data dissemination while promoting downstream reuse. To effectively implement the RDM strategy, the IOER adopts a top-down and bottom-up socio-technical approach that emphasises engagement, coordination, and networking among various actors. The development process adheres to the Research Infrastructure Self-Evaluation framework (RISE-DE), which assesses the current state and defines future achievements. The RDM strategy program is built upon three pillars: Strategy, Governance, and Stewardship, encompassing eight thematic areas and twenty-five topics. Each topic undergoes evaluation on a four-level scale, with defined achievements and deliverables for each level. By addressing these inquiries and showcasing the IOER's RDM strategy as an example, this contribution offers valuable insights into designing an effective research data strategy, ensuring a successful implementation within an institution, and navigating the challenges associated with RDM.

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