

EUROPEAN Commission  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

INIBICA

Date: 31th May 2021

**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researcher (Charter and Code)**

Fundación para la gestión de la investigación biomédica de Cádiz-FCADIZ, welcomes and support the initiative of the European Commission 2005/205/EC on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).

FCADIZ is administratively managed a biomedical research institution, called INIBICA, nucleated in the Central University Hospital Puerta del Mar of Cádiz (HUPM), the largest center hospital in our Region.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this institution. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By adhering to this Recommendation, FCADIZ will reinforce its effort to create the best possible framework within its researchers can develop their careers, while at the same time contributing of the development of the European Research Area.

Best regards

Signature:

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Scientific Director INIBICA

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