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Open Innovation and Open Science
B-1049 Brussels
BELGIUM

Instituto Superior Técnico
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Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)

Instituto Superior Técnico (IST) welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. 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).

IST is the largest research school of Architecture, Engineering, Science and Technology in Portugal, involving a community of over 10,000 people, with an increasing international outreach and leader of the international research publications in Portugal. IST aims to contribute to the development of society, promoting and sharing excellence in higher education of Architecture, Engineering, Science and Technology. IST offers Bachelor, Master and PhD programmes, lifelong training and develops Research, Development and Innovation (RD&I) activities, which are essential to provide an education and research based on the top international standards.

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. In the last years, IST managed to implement different initiatives that embrace this commitment, as some examples below:

- Creation of a Gender Balance group;
- Introduction of post-parental leave to professors and researchers;
- Introduction of M^a Lurdes Pintassilgo Award applicable to women with a recognized high profile in the field of STEM, organized yearly;
- Implementation of the "Técnico Sustentável" initiative, with the aim of promote the sustainability practices in all IST community;
- Discussion and approval of IST Institutional Strategic Plan 20-30 based in the principles of the UN SDG and imbedding conditions to improve a supportive research environment;
- Appointment of two Ombudsman – one for Education and another one for Workers, that supports and promote the connection between the board and the community;
- Organization of the initiative "Shaping the future", a welcoming program that aims to receive the new professors and researchers during 3 full days, and include other

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benefits before tenure as sabbatical leaves prior the regular period, specific funding schemes to improve the skills and a mentoring program;

- Creation of an internal program/training to boost the conditions to researchers apply with high quality to the ERC's (European Research Councils);
- Organization of Alumni Talks – Mentoring breakfasts for young females/males with the participation of alumnae relevant in the society, researchers and professors;
- Formally adoption in 2013 by IST of the principles outlined in the European Charter for Researchers and in the Code of Conduct for the Recruitment of Researchers.

By implementing the Charter and Code principles Instituto Superior Técnico aims at attracting the most outstanding researchers within the European Research Area and beyond.

Best regards,

Signature:



IST TÉCNICO LISBOA

Professor Rogério Colaço

President of Instituto Superior Técnico