

EUROPEAN COMMISSION  
DIRECTORATE GENERAL FOR RESEARCH & INNOVATION  
1049-BRUSSELS BELGIUM

Salamanca, 9th July, 2018

**DECLARATION OF ENDORSEMENT OF THE EUROPEAN CHARTER FOR RESEARCHERS AND THE  
CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS**

University of Salamanca welcomes and supports the Recommendations of the European Commission 2005/251/EC (March list, 2005), containing the "European Charter for Researchers" and the "Code of Conduct for Recruitment of Researchers".

University of Salamanca recognizes the value of the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The University of Salamanca declares its commitment to get involved into the process of implementing a Human Resources Strategy for Researchers (HRS4R) within its legal boundaries and hereby commits, according with its internal policies, to further develop its internal human resources strategy, adhering to the recommendations and the principles set out in the Charter and Code and to guarantee transparency, accessibility, equity, and the pursuit of excellence in the recruitment of researchers.

By adhering to these recommendations, University of Salamanca, recognizes the importance of providing the best possible framework for researchers, to improve the conditions for the incorporations of researchers while at the same time contributing to the development of the European Research Area.

Signature:

Prof. Ricardo Rivero Ortega

Rector of the University of Salamanca