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21 August 2018

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

**Declaration of Endorsement of and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)**

Waterford Institute of Technology (WIT), represented by its President, Professor Willie Donnelly, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.


Many of these principles have already been implemented in our Institute. Indeed, the Institute was awarded the European Commission's HR Excellence in Research Award in May 2014. Subsequently, WIT retained the award at the two year stage and goes forward with an evolved Action Plan for the 2017-2018 period.

WIT hereby reiterates its commitment to further implement these principles of the Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

WIT not only supports the work and development of individual researchers, but also aims to maintain the highest quality of research in general. We continue to work with all research stakeholders across the Institute in the collective delivery of the activities set out in the revised HRS4Rs Action Plan and to ensure our research staff have the best possible experience at WIT.

We strongly believe that implementing these principles of the Charter and Code will contribute to the further development of the European Research Area.

Yours faithfully,

  
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Professor Willie Donnelly  
President