



UNIVERSITY of OULU  
OULUN YLIOPISTO

## LETTER OF ENDORSEMENT

To the European Commission

23 October 2012

Dnro 967/19/2012

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### **Declaration of Commitment to the Principles of the European Commission's Recommendation**

*The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*

The University of Oulu hereby declares its commitment to the principles laid down in the Recommendation The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We are happy to report that most of the issues included are implemented and praxis in Finland and at the University of Oulu.

The University of Oulu aims to distinguish itself as an internationally regarded high-level science university, the research of which is developed to reach an ever higher level of quality and international esteem. A research carrier should be attractive and predictable. The University of Oulu develops the research conditions and commitment of key personnel by utilizing the four-stage research career model (tenure track) and the criteria for advancing with the model, approved 2011. Increasing the number of researchers coming from outside Finland is necessary in order to strengthen the international profile of the University of Oulu.

The participation in the International HR Strategy Group would strengthen the cooperation with all important European Research Communities, help to find new partners and to learn and exchange ideas with other research institutions.

The signature of the Charter and Code underlines the commitment of the University of Oulu to implement the Charter and Code.

Respectfully,

Lauri H. Lajunen  
Rector  
University of Oulu

