

April, 17, 2019

**Letter of Endorsement and Commitment of the European Charter for Researchers
and the Code of Conduct for the Recruitment of Researchers**


The Leibniz Institute for Plasma Science and Technology (INP) welcomes and supports the initiative of the European Commission to improve working conditions for researchers and to ensure attractive research careers within the European Research Area. Therefore, the INP is pleased to endorse the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The INP is one of Europe's largest non-university institute in the field of low temperature plasmas, their basics and technical applications in Europe. In addition to application-oriented research, INP promotes the development of plasma-assisted processes and products. Around 180 German and international researchers work at the INP, including physicists, chemists, biologists and physicians. The INP is a non-profit association mainly financed by the Federal Government of Germany and the Federal State of Mecklenburg-Vorpommern.

The INP continuously strives to best prepare itself and its researchers for the future. The INP has already implemented many elements of the Charter and the Code. However, the European Commission's recommendation, our internal observation, and our experience show that there are still challenges we face.

By implementing the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the INP seeks to develop a human resources strategy for researchers that makes a true difference and that attracts the most excellent researchers within the European Research Area and beyond.

Herewith we confirm the endorsement of the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We also issue the commitment to start the procedure and to undergo all subsequent cycles of the implementation of the Human Resources Strategy for Researchers (HRS4R).



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