

To whom it may concern  
Human Resources Strategy for Researchers  
(HRS4R E-tool)

Madrid, 4th April 2019

**Commitment of *Fundación para la Investigación Biomédica del Hospital Universitario 12 de Octubre* to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

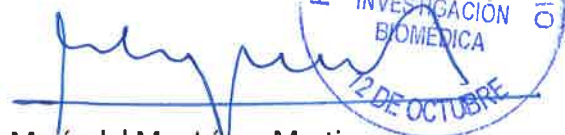
Fundación para la Investigación Biomédica del Hospital Universitario 12 de Octubre welcomes the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers.

Through this letter we express our interest and commitment to initiate the process for the Human Resources Strategy for Researchers Award, which is already identified in the Institutional Strategy as a key instrument to foster the attractiveness of the centre as a provider and supporter a stimulating and favourable working environment for researchers, as well as a research institute that promotes the research career of top global standards. Fundación para la Investigación Biomédica del Hospital Universitario 12 de Octubre commits both the endorsement of the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as the commitment to start the procedure and to undergo all subsequent steps of the implementation of the Human Resources Strategy for Researchers (HRS4R).

We are aiming to undertake a throughout process of consultation to all our staff with a particular attention to the researchers and perform a Gap Analysis. Our Human Resources department will steer the process with the objective of drafting an Action Plan, which will guarantee that in the next two years we will be able to improve those important aspects that are considered by the staff.

This commitment is fully in line with our policy aiming at making researchers' careers more attractive and enhancing the quality of research and innovation. The signature for the Charter and Code underlines our institution's commitment to foster international collaboration and the Fundación para la Investigación Biomédica del Hospital Universitario 12 de Octubre recognition in the European Research Area.

Yours sincerely,



María del Mar López Martín  
Directora Fundación

