



Prague, October 20th 2020

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***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)***

The Centre of Administration and Operations of the Czech Academy of Sciences, v. v. i., represented by its Director, Ing. Tomáš Wencel, MBA, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The Centre has already implemented many of these principles.

The Centre of Administration and Operations of the Czech Academy of Sciences, v. v. i. hereby declares its commitment to further implement the principles of the Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

The Centre of Administration and Operations of the Czech Academy of Sciences, v. v. i. not only supports the work and development of individual researchers but also aims to maintain high standards in research in general.

The Czech Academy of Sciences is a complex of 54 institutes – public research institutions focused primarily on basic research in the public interest. The Centre of Administration and Operations is one of those institutes and its main mission is to create a supportive environment for researchers through wide-ranging infrastructure. Although it is not a standard research institute, all of its activities are focused on supporting research. It provides services to research institutions that enable them to focus on their research projects, which contributes to improving the quality of the research carried out in the Czech Republic and within the European Research Area. For example, the Centre of Administration and Operations provides consultancy services in a wide range of fields (such as IT, network management, legal advice, web administration and audiovisual technology), handles knowledge and technology transfer, enables researchers to publish their work through its own publishing house Academia, publicises research outcomes as part of popularization events for the general public, and is also engaged in human resources development across the Czech Academy of Sciences. It organizes conferences, seminars and workshops for researchers in a wide range of roles, soft skills courses and internships, and actively identifies talented students. It provides support to parents returning to work after parental leave, in particular by running preschool childcare facilities. Through its EURAXESS Centre it provides comprehensive advice and assistance to institutions recruiting researchers from abroad; the EURAXESS Centre also serves as the national contact point for the HR Award. The Centre of Administration and Operations is aware of the importance of maintaining standards in human

resources. It already fulfils many of the HRS4R criteria and is keen to work further on its Human Resources Strategy. It has applied for the HR Excellence in Research certificate, which would provide clear assurance to the Czech Academy of Sciences' research institutes that they can rely on the Centre of Administration and Operations to provide their researchers with excellent services.

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

Yours faithfully,



Ing. Tomáš Wence, MBA

Director of

The Centre for Administration and Operations

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