

To the European Commission
Denis Clarke
B2 "EURAXESS Rights Team"
DG Research & Innovation
SDME 03/037
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Executive Board

your reference

our reference

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Maastricht

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Subject:

Declaration of Commitment to the European Charter for researchers and the Code of Conduct for the recruitment of researchers

Dear Mr. Clarke,

By this letter, Maastricht University declares its commitment to the principles agreed upon by the European Charter for researchers and the Code of Conduct for the recruitment of researchers.

Maastricht University (UM) is a young, stimulating organization that is synonymous with innovation and the internationalization of university education and research. UM has employees from around 70 nationalities and students from more than 100 nationalities.

From external assessments Maastricht University is consistently ranked within the top-3 in The Netherlands. Over the last years, Maastricht University appeared in top of the international rankings (<http://www.maastrichtuniversity.nl/web/Main/AboutUM/FactsFigures/RankingsAccreditations.htm>) Recently Maastricht University was invited to participate in the World Universities Network (WUN).

The terms of employment of Maastricht University are set out in the Collective Labour Agreement of Dutch Universities (CAO). Furthermore, local UM provisions also apply. By offering good employment conditions and a focus on career development, UM aims to attract and retain employees. It provides opportunities and encourages women's participation in science.

Two key aspects of its HRM policy are offering opportunities to talented young scholars and encouraging more women to undertake academic career. Innovation, too, is a prominent feature of the university's HRM policy. The Knowledge Centre for International Staff supports foreign staff relocating to the Netherlands, helping them settle in as quickly as possible. On the base of the University Job Classification System and Competence Management we offer clear career objectives.

For many years Maastricht University has adopted the principle of staffing establishment for the university as a whole and as one employer. Within the staffing establishment attention is given to the staff members' talents and ambitions and opportunities for staff development.

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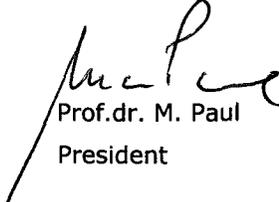
www.maastrichtuniversity.nl

For several years the Maastricht University is committed to open and transparent recruitment processes for the complete academic staff (including researchers), except the situations in which a Board has obligations to its employees or when a Board has decided to create a tenure track for a very successful employee.

All vacancies of Maastricht University are put on Academic Transfer, and the vacancies for academic staff are automatically transferred to Euraxess.eu.

As shown above, Maastricht University is fully supporting the principles outlined in the Charter and Code. Many of the principles are in line with our current institutional strategy and policies.

Yours sincerely,
on behalf of the Executive board
of Maastricht University,



Prof.dr. M. Paul

President