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**Direction Générale des Services**

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**COMMITMENT LETTER OF INSA TOULOUSE**

The *Institut National des Sciences Appliquées de Toulouse* (INSA Toulouse) is a **scientific, cultural and professional public establishment (EPSCP in French)** created by decree n°61-1302 on 29 November 1961 which welcomed its very first students in 1963. According to the article L.711-1 of the French Code of Education, INSA enjoys a legal personality and has obtained academic, scientific, administrative and financial autonomy.

Through regular engineering education, apprenticeship and long-life training, INSA mainly prepares its students to get an Engineering degree in one of the eight specializations offered. They can also obtain international master's degrees, advanced master's degrees and PhD degrees.

INSA Toulouse supervises or is affiliated to 8 research laboratories and 2 Centres for Technological Research. Therefore, it develops research activities from basic research to technological transfer which are coupled with its educational offer.

INSA is permanently updating and modernizing the management of its departments thanks to the participation of its staff, students and partners, all of them willing to offer high quality results and services. **Since 2014, INSA is certified to ISO 9001 for its support functions.**

It seems important to justify the HRS4R application project taking into account the progress that has been made within the frame of the ISO 9001 standard. **The HRS4R award will complete this standard.**

Drawn up in 2005 by the European Commission to attract the best researchers within the European higher education area by giving them a better understanding of recruitment and career development procedures, the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers are part of the HR policy developed at INSA.

✓ **As of now, INSA is willing to sign the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers and will therefore commit to develop an action plan based on a self-analysis of its strengths and**

Becoming a member of the European Charter for Researchers and of the Code of Conduct aims to support and develop the institution's research policy and to support one of the six missions of higher education institutions: the "participation to the European area for higher education and research". It also aims to strengthen the internationalization of INSA.

Director of INSA Toulouse

Bertrand RAQUEL

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