

**A/A European Commission**

DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
Belgium

15th September 2022

**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

*Fundación para la Investigación Biomédica de Cádiz (FCADIZ)* welcomes and supports the initiative of the European Commission to ensure a supportive environment for researchers on the move.

Having endorsed the 40 principles of the Charter and Code, we would like to notify you about the commitment of FCADIZ-INiBICA to implement these principles via the Human Resources Strategy for Researchers (HRS4R).

FCADIZ is the managing entity of *Instituto de Investigación e Innovación Biomédica de Cádiz* (INiBICA) – a budding research institute whose aim is to become a world-renowned biomedical hub in the southernmost part of mainland Spain.

FCADIZ is committed to continuous enhancement of, amongst others, working conditions and career opportunities for researchers. We therefore welcome the opportunity of internal analysis in order to implement the HRS4R as part of our Human Resources policy.

By implementing the Charter and Code principles, FCADIZ-INiBICA aims to attract the most outstanding researchers within the European Research Area and beyond, offering the best possible framework within which its researchers can develop their careers.

Yours Sincerely,



**Manuel Aguilar Diosdado MD,  
PhD**

Scientific Director INiBICA

**Julio M. Ríos de la Rosa PhD**

General Manager FCADIZ