

CIIMAR - Interdisciplinary Centre of Marine and Environmental Research
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European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
BELGIUM

Date: 2024, February 1st

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)

CIIMAR - Interdisciplinary Centre of Marine and Environmental Research, represented by its Director, Vitor Manuel Oliveira Vasconcelos, welcomes and supports the initiative of the European Commission to ensure a healthy research environment for researchers.

As a leading research and advanced training institution of the University of Porto, working at the frontier of Ocean Knowledge and Innovation, and with an increasing international outreach, our institution aims to:

- develop and maintain a supportive research environment and working culture, supporting the work and development of individual researchers;
- increase our attractiveness to researchers within the European Research Area and/or beyond and maintain the high quality of research in general;
- improve the recruitment methods and the career evaluation, for a transparent, open and equal recruitment process and career development;
- ensure that researchers are treated as professionals and integrated in the institution.

Having already endorsed the 40 principles of the *European Charter for Researchers*, and trying to fully implement it, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R) at its different levels: recruitment, researchers and employer.

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

Best regards,

Vitor Manuel Vasconcelos

Director

Rodrigo Ozorio

Member of the Board