

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

Faro, March 12<sup>th</sup>, 2024

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

CCMAR – Centro de Ciências do Mar do Algarve, represented by its President, Professor Adelino Vicente Mendonça Canário, reiterates its endorsement to the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Based on these principles it is our ambition to continue developing an inclusive and dynamic research culture that:

- Supports our excellent researchers, stimulating their development and progression by implementing career development plans and conducting accountable career assessments.
- Attracts talented researchers through a transparent, open and merit based responsible recruitment.
- Fosters the best possible working conditions with a focus on researchers' well-being.
- Considers innovation, collaboration, and research excellence of utmost significance.

Through this commitment, CCMAR intends to further implement the principles set forth in the Charter and Code through the Human Resources Strategy for Researchers (HRS4R) recognizing its vital role in supporting the work and development of researchers, as well as contributing to the highest standards of research and research environment.

Yours faithfully,

Adelino V. M. Canário  
President of the board of Directors

