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The CEO
Matthieu Lafon, PhD. (ml@adoc-tm.com)

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

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

Adoc Talent Management welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. Consequently, we are proud to be part of the consortium for the European-funded SECURE project, which aims to achieve these specific goals and objectives. Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R). Many of these principles have already been implemented in our company.

Adoc Talent Management founded 2 years ago the Laboratory of Interdisciplinary studies on the Doctorate (LID), which intends to contribute to the study of the doctorate through interdisciplinarity research practice. Founded as a private research laboratory, the LID is supported by public funding (e.g. ANR -French National Research Agency) and conducts quantitative and qualitative research. The laboratory encourages its researchers to publish papers with sound research in high-impact journals, disseminate research findings in academic, public and private circles, and undertake international collaborations.

The LID aims to understand the place of the doctoral degree within its ecosystem and society by anticipating its evolution in terms of training and professional preparation. This approach enables to support and provide guidance to both doctoral candidates and graduates in the valorization of their competencies and their career development.

The LID is uniquely positioned to have close connections with stakeholders, both in academia and industry. We develop partnerships with scientific experts and actors involved in doctoral programs. Our researchers collaborate regularly with a specialized team of PhD trainers and recruitment experts within Adoc Talent Management. This allows for the possibility of bringing out research problems that stem from the field and valorising the results.

Researchers in the LID value transparency, research integrity and open science principles. Our researchers undertake research within a research integrity framework that complies with the European Code of Conduct for Research Integrity policies. All our studies adhere to the policies of our research ethics committee. The LID complies with the national and international principles and requirements of open science and research such as the Center for Open Science (COS) core values of scholarship and related practices.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this company. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles, Adoc Talent Management aims at attracting the most outstanding researchers within the European Research Area and beyond.

Best regards,

Signature:

Matthieu Lafon

Matthieu Lafon, PhD.

CEO