



Foster Avenue, Mount Merrion, Blackrock, Co. Dublin, A94 X099, Ireland  
Tel: +353 1 215 8  
Fax: +353 1 215 8  
Website: [www.nibrt.ie](http://www.nibrt.ie)

The Euraxess Rights Team,  
[RTD-CHARTER@ec.europa.eu](mailto:RTD-CHARTER@ec.europa.eu)

12<sup>th</sup> December 2017

**Re: European Charter for Researchers and the Code of Conduct of the Recruitment of Researchers**

**Endorsement of the principles of the Charter & Code (C&C) and notification of commitment to implement the HRS4R process**

To whom it concerns,

The National Institute for Bioprocessing Research and Training (NIBRT), based on the UCD campus in Dublin, Ireland welcomes the initiative of the European Commission and the recommendations given in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.

As an National Institute, we have always held ourselves to a very high standard both in terms of our work and our treatment of our employees. We believe that we already operate in ways that meet and indeed exceed the expectations of the C&C in many areas but are of the view that these principles provide a framework to support and drive our continuous improvement efforts for our Researchers.

With that in mind and following consideration and discussion with the senior management team, we, on behalf of NIBRT, have endorsed the 40 principles of the Charter and Code. It is NIBRT's ambition to constantly enhance the quality of research and innovation and to improve the attractiveness of a career in research.

With this endorsement, we embrace the stated principles and hereby notify you of our intention and commitment to commence working on implementing a Human Resources Strategy for Researchers (HRS4R) in our institution. This will be a priority for NIBRT in 2018 and beyond and look forward to working with you on our application.

Yours sincerely,

**Dominic Carolan, CEO**  
**For and on behalf of NIBRT**

**Board of Directors:** Brendan O'Callaghan (NIBRT Chairman); Dr Robert Baffi, Prof. Andrew Deeks, Gerry Collins, Dr Barry Heavey, Tom Kelly, Prof. Anita Maguire, Tom Murray, Dr Peter Gallagher, Julie O'Neill, Dr Mary Shire, Prof Vincent Cunnane, Dominic Carolan (NIBRT CEO).