



28 September 2012

To the European Commission

**Declaration of Commitment to the Principles of the European Commission's Recommendation
*The European Charter for Researchers and The Code of Conduct for the Recruitment of
Researchers***

Tampere University of Technology hereby declares its commitment to the principles laid down in the Recommendation. We are pleased to report that most of the issues included are already implemented and praxis in Finland and at Tampere University of Technology.

The strategy of Tampere University of Technology (TUT) for the years 2010-2013 is titled "At the Leading Edge". TUT is a significant national and international pioneer in the development of technology and a sought-after cooperation partner among the scientific community and business life. TUT's distinguishing features are an innovative and dynamic approach to technology, development and collaboration, and a close-knit community spirit among faculty and students.

Competent people are at the core of TUT's new strategy for the years 2013-2016, which is currently in its final drafting stage. International recruitment procedures will be developed and the University's good reputation as employer will be solidified with good HR policy, e.g. by offering interesting tasks and projects, a first-rate working environment as well as attractive career opportunities, such as a new tenure track model, and incentive salary schemes.

TUT's policies and strategic aims are fully in line with the European Commission's policy aiming at making the researcher career more attractive and enhancing the quality of research and innovation. By signing this Letter of Endorsement, TUT underlines its intention to implement the principles of the Charter and Code.



Markku Kivikoski
President
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