

SUBJECT: Endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Lisbon, 12th March 2018

The *Instituto Gulbenkian de Ciência* (IGC) is a research institute devoted to biological and biomedical research, innovative training and to transforming society through science. The values IGC thrives to and aims to spread to society are scientific excellence, originality, communication, tolerance and cooperation. The IGC is part of *Fundação Calouste Gulbenkian* (FCG), a private charitable foundation promoting innovation in charity, arts, education and science. The IGC was created in 1961 as a non-university scientific research institute with the vision that true discovery and innovation depend on fundamental research. The *Fundação Calouste Gulbenkian* and the *Instituto Gulbenkian de Ciência*, represented by Prof. Doutor José Neves Adelino, Trustee of FCG, hereby formally and voluntarily endorses of the 40 general principles outlined in the European Charter for Researchers and in the Code of Conduct for the Recruitment of Researchers. The FCG and IGC welcome and support the initiative of the European Commission to improve working conditions for researchers and to ensure attractive research careers within the European Research Area and beyond.

The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers support the commitment to excellence and are in line with the current mission and strategy of our organisation. Most of the recommendations depicted in these documents are already a common practice at *Instituto Gulbenkian de Ciência*, namely, research freedom, ethical principles, innovative research and its relevance to society, research training, fostering international collaboration and mobility as a means for enhancing the professional development of researchers. It is our current and future strategy to implement the requirements of the European Charter for Researchers and of the Code of Conduct for the Recruitment of Researchers and to get involved into the process of implementing a Human Resources Strategy for Researchers (HRS4R). The IGC and FCG also commit to promote and disseminate these principles to all the researchers of the institute, as well as among the staff responsible for their recruitment. It is an ultimate aim of our organisation to ensure that the nature of its relationship with the researchers working at the IGC, its environment, public engagement and its several mechanisms of continued professional development will conduct to the successful professional performance and career development of both early-stage and experienced researchers working at IGC.

For *Fundação Calouste Gulbenkian – Instituto Gulbenkian de Ciência*,



José Neves Adelino,  
Trustee

*Fundação Calouste Gulbenkian*  
[jadelino@gulbenkian.pt](mailto:jadelino@gulbenkian.pt)