

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

Porto, May 9, 2022

Subject: Endorsement and Commitment letter to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Dear Sirs,

INESC TEC – Instituto de Engenharia de Sistemas e Computadores, Tecnologia e Ciência (Institute for Systems and Computer Engineering, Technology and Science), is a private, non-profit association with Public Interest status, dedicated to scientific research and technological development, technology transfer, advanced consulting and training, and pre-incubation of new technology-based companies. INESC TEC's sites are located in the cities of Porto, Braga and Vila Real. At the end of March 2022, INESC TEC's 13 R&D Centres hosted 890 integrated researchers (352 PhDs), including R&D employees, academic staff, grant holders and affiliated researchers. INESC TEC's team also includes technical and administrative support staff and trainees. INESC TEC endeavours to be a relevant international player in Science and Technology in the domains of Computer Science, Industrial and Systems Engineering, Networked Intelligent Systems, and Power and Energy.

INESC TEC fully endorses the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code), and commits itself to implement these principles via the Human Resources Strategy for Researchers (HRS4R).

Some of these principles have already been implemented in our institution, which not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general. The number of R&D employees has been steadily rising, namely for PhD researchers. Currently with a total of 165 R&D employees, of which around 80 are PhD researchers, we strongly believe that implementing the principles of the Charter and Code will improve the conditions for the integration of researchers and contribute to leverage the attractiveness of the research career in Europe and, consequently, to further develop the European Research Area.

Yours faithfully,



João Alberto Vieira de Campos Pereira Claro
Vice-Chairman and CEO