



29th May 2014

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Letter of Endorsement of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers

The Royal College of Surgeons in Ireland (RCSI) represented by Cathal Kelly (CEO and Registrar), Barry Holmes (Director of Human Resources) and Professor Ray Stallings (Director of Research) expresses its full support for the European Commission's recommendations in the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* (Charter and Code).

The RCSI aims to be an attractive, supportive and stimulating environment in which to carry out research and recognises the importance of providing its researchers with the training and means to be internationally and intersectorally competitive and mobile. In recent years the RCSI HR Team has been making tangible and measurable advances in its Human Resources Management through the delivery of key HR services that are tightly aligned to the overall strategy of RCSI including tailoring initiatives that address researcher-specific issues. This is being carried out in collaboration with the Research Office Team who have an in-depth understanding of research issues and best practice.

We consider that the recommendations included in the *Charter and Code* help make the career of a researcher more attractive and enhance the quality of institutional research and innovation activities. To that end, the RCSI are currently participating as a member of the 3rd cohort of institutions to partake in the HR Strategy for Researchers (HRS4R) initiative.

We, the RCSI Senior Management sponsors of the HRS4R initiative, hereby endorse the *European Charter for Researchers* and *Code of Conduct for the Recruitment of Researchers* and state our firm commitment to aligning RCSI's HR policies and practices with the values and principles that they express.

Professor Cathal Kelly
CEO and Registrar, RCSI

Barry Holmes
Director of Human Resources, RCSI

Professor Ray Stallings
Director of Research, RCSI