



ISTITUTO AGRARIO  
DI SAN MICHELE ALL'ADIGE  
*Research and Innovation Centre*  
*The Director*

Ref. N. 0000632...../DB/ee  
*(Please insert the reference number in the future correspondence)*

**Re: FONDAZIONE EDMUND MACH ADOPTS "THE EUROPEAN CHARTER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

The Mach Foundation recognises the importance of a European open labour market for researchers and the need for a common European approach in the management of research and researchers.

Within its legal boundaries, the Mach Foundation is going to adopt the general principles and requirements of the European Charter for Researchers with the goal of generating, transferring, sharing and disseminating knowledge and technological development, and to enhance the professional development of researchers.

Within its legal boundaries, the Mach Foundation is going to apply and follow "The Code of Conduct for the Recruitment of Researchers". Open job and training positions are going to be widely advertised on the EURAXESS Portal, on Eures (The European Job Mobility Portal) and other international free advertisement channels to reach an appropriate international audience for each call. The management of the recruitment of researchers is going to be efficient, transparent, supportive and internationally comparable. The selection criteria are going to be clearly posted in the announcement (job or training profile), the evaluation will not be based only on the number of publications but also on funding capabilities, teaching and supervision experience, knowledge transfer and management of research skills. The Mach Foundation promotes the international mobility of its researchers and will consider positively candidates with experience around the world.

To facilitate the researchers mobility, the Mach Foundation set up a Welcome Office which provides its Italian and International staff with several welcome services in order to support and facilitate their arrival, stay and departure (<http://cri.fmach.eu/about-CRI/welcome-services>). The Welcome Office has already joined the "EURAXESS - Researchers in Motion" initiative as Euraxess Services Local Contact Point. The Welcome Office deals in particular with pre-arrival services (sending invitation letters, offering assistance in obtaining the visa to enter Italy, providing information about the Institute and the territory, supporting guests in booking their accommodation) and on-arrival procedures handing out folders containing useful information, giving support in the administrative procedures necessary for the enrolment and stay in Trentino, such as health insurance, residence permit, tax code, bus pass, etc.

By adopting the Charter and the Code of Conduct, the Mach Foundation aims to build a proper framework for researchers and to enhance its contribution to the European Research Area.

Signed in duplicate, San Michele all'Adige (TN), Italy, 01.02.2012 -

