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The European Commission
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LETTER OF ENDORSMENT

Commitment of Juraj Dobrila University of Pula to the European Charter for researchers and the Code of Conduct for the Recruitment of Researchers

In the light of the 'strengthened' HRS4R implementation procedure being into force from the 1. of January 2017. Juraj Dobrila University of Pula decided to switch on and re-apply starting from the first step.

In 2010. we have endorsed the C&C and followed the voluntary procedure till a certain point. As the institutional landscape have changed since, we will restart the whole procedure more firmly.

Therefore, we welcome the initiative of the **European Commission** and the recommendations given in the **European Charter for Researchers** and **the Code of Conduct for the Recruitment of Researchers**.

With the endorsement of the Charter and Code, Juraj Dobrila University of Pula commits to the stated principles and strive to guarantee a stimulating research environment and favourable working conditions as expressed in the document.

This endorsement by Juraj Dobrila University of Pula is fully in line with its strategy to increase International visibility and reputation by developing a more proactive policy on Human Resource development and boosting of competitive by attracting competent people. We are aiming to make research careers more attractive and we are focusing on recruiting and retaining strategic competence and developing a fair working climate incorporating the **Open, Transparent and Merit-Based Recruitment (OTM-R policy)** of all our staff into practice.

With this we underline our University's commitment to foster international collaboration and facilitate and encourage researchers' mobility.




Alfio Barbieri
rector