

**DECLARATION OF ENDORSEMENT OF THE EUROPEAN CHARTER
FOR RESEARCHERS AND THE CODE OF CONDUCT
FOR THE RECRUITMENT OF RESEARCHERS**

The Institute of Biomedicine of Seville (IBiS), represented by Director José Lopez Barneo, fully supports the Recommendation of the European Commission 2005/205/EC on *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers* (hereinafter referred to as *The Charter* and *The Code*, respectively).

IBiS has already set as a strategic goal the definition and management of the recruitment of researchers and promotion policies by means of a professional career and an assessment system. Herefore and within its legal boundaries, IBiS commits itself to applying the stated principles by its human resources policies for researchers and to promoting transparency, accessibility, equity and the pursuit of excellence in its recruitment processes.

By adhering and implementing *The Charter* and *The Code*, IBiS recognizes the importance of providing a stimulating and favourable working environment within which its researchers can develop their careers up to a high quality standard, while at the same time contributing to the attractiveness of our national research system and to the development of the European Research Area.

Seville, July 22th 2015




Prof. José López Barneo
Director of IBiS