



UNIVERSIDAD COMPLUTENSE  
MADRID

**Declaration of commitment by Universidad Complutense de Madrid to the Principles of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers" and to the implementation of the HRS4R**

*Universidad Complutense de Madrid* welcomes and supports the Recommendation of the European Commission 2005/251/EC of 11 March 2005 on "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers" Within its legal boundaries, *Universidad Complutense de Madrid* hereby commits itself to applying the stated principles via its human resource policies for researchers and to promoting transparency, accessibility, equity, and the pursuit of excellence in the recruitment of researchers.

In adhering to this Recommendation, *Universidad Complutense de Madrid* will reinforce its effort to create the best possible framework within which its researchers can develop their careers, while at the same time contributing to the development of the European Research Area.

Specifically, *Universidad Complutense de Madrid* will implement the Human Resources Strategy for Researchers – HRS4R process, starting with the Gap Analysis and the design of the Action Plan for Human Resources Management. The formal application will be sent to the European Commission within the next 12 months.

Madrid, 19 October 2017

EL RECTOR  
  
VICERRECTORIA DE INVESTIGACIÓN Y POLÍTICA CIENTÍFICA  
Carlos Andradás Heranz