



Our Ref: P/GC

18<sup>th</sup> July 2019

European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

**RE: Declaration of Endorsement of and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)**

Maynooth University, represented by its President, Professor Philip Nolan, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Many of these principles have already been implemented in our university.

Maynooth University is a vibrant, young university and our growing global reputation is based on the originality, quality, importance and impact of our research and scholarship, our commitment to teaching and learning, the quality of our academic programmes, and our leadership in widening participation in higher education. This is reinforced by the Maynooth University Strategic Plan 2018 – 2022, which embeds Research and Innovation and Postgraduate Education as central pillars.

By implementing the Charter and Code principles, and focussing on investment in research capacity, Maynooth University aims to further strengthen our reputation as a research university of international significance and to attract the most outstanding researchers within the European Research Area and beyond.

Maynooth University hereby declares its commitment to further implement the principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

Maynooth University not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this university. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim to embed this process in the wide array of current activities in our human resources policies.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Philip Nolan', with a long horizontal flourish extending to the right.

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**Professor Philip Nolan  
President**