

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

October 22<sup>nd</sup>, 2020

**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

To whom it may concern,

The IMDEA Software Institute (the Madrid Institute for Advanced Studies in Software Development Technologies) welcomes and supports the initiative of the European Commission to ensure an ideal research environment for researchers on mobility. Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in the Institute via the Human Resources Strategy for Researchers (HRS4R).

The IMDEA Software Institute's focus is to perform the research of excellence required to devise methods that will allow the cost-effective development of software products with sophisticated functionality and high quality, i.e., safe, reliable, and efficient. To achieve this goal, the Institute is gathering a critical mass of world-wide, top class researchers.

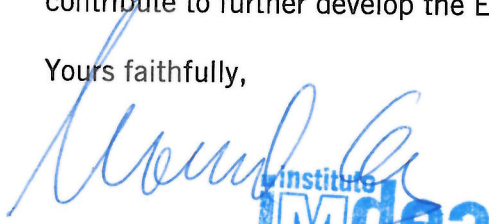
The focus of the Institute includes all phases of the development cycle (analysis, design, implementations, validation, and verification), including methods, languages, and mechanisms. Its distinguishing feature is the concentration on approaches that are rigorous and at the same time allow building practical tools.

The IMDEA Software Institute is part of IMDEA, the Madrid Institutes for Advanced Studies, a network of international research centers in the Madrid region for research of excellence in areas of high economic impact.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of the Institute. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in the Institute's human resources policy.

We strongly believe that implementing these principles of the Charter and Code will contribute to further develop the European Research Area.

Yours faithfully,

  
Manuel Carro  
Director

 institute  
**imdea**  
software