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

## Der Prorektor für Planung und wissenschaftliches Personal

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Cologne, 15 January 2018

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### Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Referentin Vertrag gute Beschäfti-  
gungsbedingungen

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The University of Cologne welcomes and supports the initiative of the European Commission to improve working conditions for researchers and to ensure attractive research careers within the European Research Area. Having endorsed the 40 principles of Charter and Code we notify you about our commitment to get involved into the process of implementing a Human Resources Strategy for Researchers (HRS4R) in our institution.

Sekretariat

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The University of Cologne is not only the second oldest German university but also one of the leading German research universities with an increasing international reach. In 2012 we won substantial funding in the German Excellence Initiative and are now one of eleven German Excellence Universities.

A continuous enhancement of 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 at embedding this process in the wide array of current activities in the area of human resources. By implementing the Charter and Code, the University of Cologne aims at attracting the most outstanding researchers within the European Research Area and beyond.

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Prof. Dr. Martin Henssler  
(Vice-Rector for Planning and Academic Staff)