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Subject: Declaration of Commitment to the European Charter for researchers and the Code of Conduct for the recruitment of researchers.

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To whom it may concern.

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By this letter, the Erasmus university Medical Center Rotterdam (Erasmus MC) declares its commitment to the principles agreed upon by the European Charter for researchers and the Code of Conduct for the recruitment of researchers.

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The terms of employment of Erasmus MC are set out in the Collective Labor Agreement of University Medical Centers (CAO). Local Erasmus MC provisions also apply. To provide a standard for a transparent and fair recruitment and selection procedure, Erasmus MC has endorsed the NVP (the Dutch Association for Personnel Management and Organizational Development) recruitment code.

Erasmus MC stands for conducting groundbreaking work, pushing boundaries, and leading the way in research, education, and healthcare. We employ practical thinkers. Driven professionals with a can-do mentality who use their expertise to expand the pool of knowledge about health and disease, who improve diagnostics and treatment, and who continually look for ways to innovate. Their commitment helps us to help our patients and others with a healthcare need even more effectively, and enables us to keep healthy people healthy for longer.

The international position of Erasmus MC stems from our reputation in research, education, and healthcare. Erasmus MC is committed to a healthy population and excellence in healthcare through excellent achievements in research and education. These achievements are to lead to internationally appealing innovations in healthcare, prevention, and general application in society (valorization). Reputation is reflected in the number of citations in scientific publications, but the extent to which Erasmus MC is successful in acquiring grants at a national and international level is also an important aspect of reputation. We will increase our ability to acquire grants through partnerships in international consortia, thereby also increasing our research quality. International cooperation will also provide the basis for our internationally recognized courses that appeal to both national and international talent. And it is precisely this talent that we are looking for.



Important in the selection of talent are substantive achievements in, for example, research and education, personal qualities (such as ambition and entrepreneurship), and social qualities (such as working together and communication). Moreover, we will focus particularly on scouting and counseling female talent as they are currently underrepresented in the positions of professor and associate professor. Erasmus MC will offer all talented individuals growth opportunities through specific talent programs.

The European Charter for researchers and the Code of Conduct inspires us to create even more and better conditions and facilities under which researchers can perform successfully and we fully support the principles set down in them.

Yours sincerely,


Prof. J. Verweij, M.D. Ph.D.,
Dean / Vice-chairman of the Executive Board Erasmus Medical Center