

European Commission
Directorate-General for Research & Innovation
B-1049 Brussels
Belgium

Paris, January 28th, 2015

Declaration of endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The European Commission has adopted a European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers. These two documents, addressed to researchers as well as to employers, are key elements in the European Union's policy to make research an attractive career.

The Institut Mines-Télécom is a French public scientific, cultural and professional establishment duly organized under the laws of France dedicated to higher education, research and innovation in the engineering and digital fields. It is under the tutelage of the French Minister for the Economy, Industry and Digital Affairs. The Institut Mines-Télécom is composed of four schools : Télécom ParisTech, Télécom Bretagne, Télécom SudParis and Télécom École de Management.

With this letter, the Institut Mines-Télécom, represented by its Chief Executive Officer Philippe Jamet, fully supports the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Within its legal boundaries and in accordance with its internal policies, the Institut Mines-Télécom hereby commits itself to applying the stated principles via its human resources policies for researchers and to promoting transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers.

We are happy to inform the European Commission that the Institut Mines-Télécom has already implemented many elements of both the Charter and the Code. Nevertheless the adoption of the Charter and the Code will provide guidelines of orientation that will serve as reinforcement for our HR strategy.

For the Institut Mines-Télécom, the principles and recommendations of the Charter and the Code are essential rules to support the work of researchers, to guarantee a research environment and working conditions which enable high quality research to be carried out.



Philippe Jamet
Chief Executive Officer