Declaration of commitment by Universidad Complutense de Madrid to the Principles of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers" and to the implementation of the HRS4R


In adhering to this Recommendation, *Universidad Complutense de Madrid* will reinforce its effort to create the best possible framework within which its researchers can develop their careers, while at the same time contributing to the development of the European Research Area.

Specifically, *Universidad Complutense de Madrid* will implement the Human Resources Strategy for Researchers – HRS4R process, starting with the Gap Analysis and the design of the Action Plan for Human Resources Management. The formal application will be sent to the European Commission within the next 12 months.

Madrid, 19 October 2017

EL RECTOR

[Signature]
Carlos Andradas Heranz