

To
European Commission
DG Research & Innovation

Lisboa, 16th October 2025

Endorsement of the European Charter for Researchers and Commitment to the HR Excellence in Research Award Process

The Faculty of Pharmacy of the Universidade de Lisboa (FFUL), represented by its Dean, formally endorses the 20 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We are fully committed to implementing these principles within our institution through the HR Excellence in Research Award (HRS4R) process.

FFUL is a leading academic and research institution in the pharmaceutical sciences, committed to excellence, innovation, and societal impact. We recognize that the quality and relevance of research are deeply connected to the institutional environment that supports researchers throughout their careers. Therefore, we aim to align our human resources policies and practices with the Charter principles, across all research career stages (R1 to R4).

By engaging in the HRS4R process, FFUL aims to strengthen its recruitment and human resources practices to ensure that each research position is filled by the most suitable and qualified candidate, in line with the principles of openness, transparency, and merit-based selection promoted by the European Charter for Researchers. This includes fostering research environments that are inclusive, ethical, and sustainable; supporting career development, mobility, and international collaboration; and ensuring continuous improvement through structured internal reviews and active engagement with researchers and other stakeholders. These efforts build upon the foundations in place and reflect our commitment to aligning with the highest European standards.

This commitment is embedded in our strategic vision. FFUL has established a dedicated working group and governance structure to oversee the implementation of the HRS4R process, ensuring broad participation from researchers, administrative staff, and leadership.

We are confident that this initiative will strengthen the attractiveness and competitiveness of FFUL as a research-performing institution, both nationally and internationally, and contribute to the advancement of the European Research Area.

Kind regards,

Dean

(Doutora Maria da Graça Tavares Rebelo de Soveral Rodrigues, Professora Catedrática)