

Direction Générale des Services

Object: Endorsement letter - HRS4R

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European Commission

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BELGIUM

**Commitment to implement the principles of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers at Université Côte d'Azur. Launch of the HRS4R process on December 15, 2020.**

Université Côte d'Azur (UCA) welcomes and strongly supports the initiative of the European Commission to ensure a favorable working environment for its researchers.

As an experimental university, UCA federates a number of nationally and internationally recognized institutions that include: The Côte d'Azur Observatory, the Villa Arson, the International Center for Musical Research, the Physiotherapy Training Institute and the Cannes & Marseille Regional School of Actors.

In 2016, UCA joined forces with major research structures (CNRS, Inria, Inserm, Inrae and IRD) and obtained an initiative of excellence (IDEX) award. It is recognized as one of the top research-intensive universities in France. The HRS4R approach is consistent with the university's strategy to develop its international outreach and attractiveness. It is in line with the ongoing process of improvement of our internal procedures in order to provide better working conditions for our researchers and maintain high standards in research and in teaching in general.

As President of Université Côte d'Azur, I am convinced that this initiative contributes to encourage researcher mobility and to strengthen the attractiveness and excellence of higher education institutions in Europe, in accordance with the objective of developing the European Research Area. UCA is involved in several European projects and in particular in the Ulysseus European University, a project that aims to strengthen cooperation and exchanges between several European universities.

UCA's commitment to the HRS4R process is consistent with its overall strategy for continuous improvement of working conditions, recruitment procedures, career development opportunities and researcher training.

By way of illustration, several key action plans are currently being implemented by the university: the convention for public communication without gender stereotypes, the equality action plan, the fight against sexist and sexual violence and discrimination, the information campaign to promote quality of life at work, the disability master plan, the right to disconnect charter, the appointment of an Ethics and Scientific Integrity Officer, the doctoral charter, the UCA BoostUrCareer Cofund program which introduced innovative career management measures for doctoral students, the OTM-R procedures and mentoring programs.

In addition to this, the Welcome Center and the Logistic Service of Science offer assistance to foreign researchers with all the procedures involved in settling in Nice.

By making this commitment, I wish to express my determination to pursue this initiative and my firm support for the 40 principles of the European Charter for Researchers and its Code of Conduct and likewise for the 23 principles of the OTM-R with the objective of sustainably maintaining the university's practices in compliance with the European quality standards of the HRS4R label.

Yours faithfully,

Jeanick BRISSWALTER



President

  
Université Côte d'Azur  
Le Président

Jeanick BRISSWALTER