



MEDICAL UNIVERSITY - SOFIA OFFICE OF THE RECTOR

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C&C Endorsement: Commitment Letter

of the Medical University – Sofia

to adopt in full, the *Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*

To: European Commission

DG Research & Innovation

Innovation, Research, Culture, Education and Youth

We hereby acknowledge that the **Medical University – Sofia (MUS)**, represented by its Rector, *Acad. Prof. Latchezar Traykov*, MD, DSC, wholeheartedly supports and endorses the principles outlined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C) in their policies and practices. We recognize the value of the recommended 40 principles, and declares the commitment to get involved into the process of implementing a Human Resources Strategy for Researchers (HRS4R) within its legal boundaries.

MUS as the oldest and leading medical higher education institution in the Bulgaria, recognizes that the HRS4R policy is a long-term commitment, which includes joint efforts and coordination with various institutional stakeholder groups. The high management took the decision to enroll in the application process for the HR Award, as entirely agrees with all the C&C principles and is highly committed to support the development of researchers and research career structures now and in future. The University will improve its communication with research staff to ensure that they were made aware of relevant and important information, policies and developments. Our University is in the stage of Gap Analysis and Action Plan development and we will continue with the revision of our University's Organizational Development Strategy 2021-2024 (incl. "A recruitment strategy which implements the principles of Open, Transparent and Merit-Based Recruitment" (with a specific self-assessment checklist)): https://mu-sofia.bg/wp-content/uploads/2021/09/Strategia_2021-24.pdf

In the light of the above, MUS commits itself to ensure an effective implementation procedure of the "Charter and Code" in accordance with the respective national and internal legislation.

Contact Person on behalf of the MUS:

Magdalena Kasnakova, responsible for implementation process of HRS4R on EURAXESS

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Your Sincerely,

Data endorsement charter and code:

**ACAD. PROF. LATCHEZAR TRAYKOV, MD, DSC
RECTOR, MEDICAL UNIVERSITY – SOFIA**

