



UNIVERSIDADE DE LISBOA
Faculdade de Medicina Veterinária

Presidência

Lisbon, 14th October 2025

To:
The European Commission

Subject: Letter of Endorsement and Commitment to the Human Resources Strategy for Researchers (HRS4R)

Dear Sir/Madam,

On behalf of Faculdade de Medicina Veterinária da Universidade de Lisboa, I am pleased to present this letter of endorsement and formal commitment to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

By formally adopting the Charter and Code, we aim to:

- Promote transparency, fairness, and merit-based recruitment.
- Ensure that research careers are more attractive and sustainable.
- Contribute to the broader European Research Area (ERA) goals.
- embed the Charter's principles into our institutional policies and practices, strengthening our commitment to a culture that values integrity, opportunity, and continuous improvement in research careers.

We are committed to initiating the HRS4R process and undertaking the required steps to achieve and maintain the "HR Excellence in Research" award.

We look forward to working with the European Commission and the HRS4R community to implement these changes effectively.

Sincerely,

The Dean

Rui Caldeira
Full Professor