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Lappeenranta University of Technology

January 16th, 2013

Dnro 43/135/13

To the European Commission

Declaration of commitment to the principles of the European Commission's Recommendation *The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*

Lappeenranta University of Technology (LUT) welcomes the initiative of the European Commission related to the Commission's Recommendation *The European Charter for Researchers and the Code of Conduct for the Recruitment of Researcher*. LUT hereby declares its commitment to the principles laid down in the Recommendation. We are pleased to report that most of the issues included in the Recommendation are already implemented and established practice in Finland and at LUT.

In its strategy for the years 2012-2015, LUT has defined its main objectives in developing a distinguished international Higher Education Institution with top-level scientific research, high-quality academic education and influential societal interaction. The focus areas of the strategy include green energy and technology, sustainable value creation, and the University's international role as a hub of Russian relations. These focus areas have been conceived to strongly support sustainable development and a sustainable economy.

A strength LUT possesses is our mode of working together. We will respond to future challenges by working together with our academic and business partners. Employees are the most important resource and success factor of the University. We aim to uphold a good working environment for the employees, provide them with challenging tasks, build career systems that provide opportunities for career development and increase the well-being of the community. Furthermore, we aim to recruit the top talent in research and offer a flexible tenure track system for those interested in pursuing an academic career.

LUT's policies and strategic aims are fully in line with the European Commission's policy aiming at making the researcher career more attractive and enhancing the quality of research and innovation. By signing this Letter of Endorsement, LUT underlines its intention to implement the principles of the Charter and Code.

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Rector