

**DECLARATION OF PARTICIPATION  
IN THE EU 'HUMAN RESOURCES STRATEGY GROUP'**

European Commission  
Attention: Massimo Serpieri  
DG Research  
European Commission

The IMDEA WATER FOUNDATION represented by Mr. Pablo Traspas Tejero

Welcomes and fully supports the **'Human Resources Strategy for Researchers Incorporating the Charter & Code'**, as a voluntary tool to implement the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* ('Charter & Code') that it has undersigned.

IMDEA Water intends to take part in the **'Human Resources Strategy Group'**, which aims at mutually supporting undersigning organisations in applying the Charter & Code principles in their own human resource policy.

With the support of the Commission, the IMDEA Water will exchange with the other members of the group its practices and experiences in articulating its human resource strategy, hereby implementing the Charter & Code, in view of seeking acknowledgement of its 'HR Strategy for Researchers Incorporating the Charter & Code' by the European Commission by March 2010<sup>1</sup>.

Madrid on June 22<sup>nd</sup> 2009,



Pablo Traspas Tejero  
General Manager IMDEA Water

<sup>1</sup> As described in the enclosed information note.