

The *Fundació Hospital Universitari Vall d'Hebron* (VHIR) is committed to the *Code of Conduct for the Recruitment and Selection of Researchers* that promotes the European Commission in the framework of the *Human Resource Strategy for Researchers (HRS4R)* and bases its internal recruitment and selection procedure in its basic principles, ensuring that selection processes are **open and transparent**, that people are selected according to objective and comparable criteria, considering **meritocracy** (*Open, transparent and Merit based-recruitment*) and respecting **equal treatment and opportunities**.

VHIR works with the philosophy of continuous improvement in all our processes and undertakes to comply with all laws and regulations that apply, as well as all undertakings. The responsibility for the correct application of these principles relates to the entire organization, so it is expected that its staff make theirs the spirit of this declaration of intent and collaborate in its development.



Maria de Valles Silvosa
HHRR and Legal Director