

## FEP MASTER'S CHALLENGE

2024/2025 Academic Year

### NOTICE

#### 1. Subject

According to article 8 of FEP Master's Challenge Regulation, this notice provides guidance regarding the procedures, rules and evaluation criteria for each phase of the project. It also intends to publicly reveal the schedule and the nominated Jury for FEP Master's Challenge 2025 edition as well as the details about the roundtrip business prize to be awarded.

#### 2. Structure and schedule of FEP MASTER'S CHALLENGE

**2.1. Schedule:** FEP Master's Challenge takes place during the 2<sup>nd</sup> semester, and it is divided into three phases. Applicants will be evaluated/selected throughout the three phases and will be given the opportunity to participate in training workshops, according to the following:

FEBRUARY- MAY '25		
PHASE 1		
5 – 25 Feb.	19-March	
Submission of Application (CV + personal presentation)	Screening Challenges (Evaluation) & Networking with the Jury	Selection of the 24 semi-finalists
PHASE 2		
	10-April (morning + afternoon)	
Individual Thematic Pitch	Group Dynamic & Networking with the jury	Selection of the 10 finalists
PHASE 3		
	15-May (afternoon)	
Debate	Interview & Networking with the jury	Selection of the 3 winners
WINNERS ANNOUNCEMENT AT FEP DAY		
	28-May	

Final confirmation of the dates is subject to Jury's availability. In case of changes, applicants will be notified accordingly.



## 2.2. Phase 1 – Applications

### 2.2.1. Application Requirements:

- a) To be a full-degree student of the 1<sup>st</sup> or 2<sup>nd</sup> years of FEP master programs: Pre-experience masters and Specialization masters.
- b) To be **registered at FEP Career Portal** (mandatory).
- c) To be **registered at FEP Alumni Network** (mandatory).
- d) To be able to communicate in English.
- e) Be eligible for **FEP MASTER'S CHALLENGE** by the closing date for applications.
- f) Applicants must create their *Curriculum Vitae*, with distinctive information.

**2.2.2. Dates and Procedures:** This phase includes 2 moments: the submission of the application and the screening challenges. The submission period for applications is between the 5<sup>nd</sup> and 25<sup>th</sup> February 2025 at 23:59 hour. All applications must be submitted until the final day and closing hour, not being *accepted* any applications out of time. The screening challenges will take place in FEP, on the 19<sup>th</sup> of March of 2025.

### 2.2.3. Application Procedures:

- a) Candidates must send their applications online at [www.fep.up.pt](http://www.fep.up.pt).
- b) Changes to the applications will not be permitted after the *closing* date of its submission period.
- c) The application must include **4 documents**: the *Curriculum Vitae* (in English), personal presentation of the candidate (maximum of 2 slides), a full-face photo, and a signed declaration of consent (available on the FEP MASTER'S CHALLENGE page, in Sigarra).
- d) Only complete applications will be considered.
- e) The *Curriculum Vitae* must be uploaded in *pdf* file and may not exceed 1 megabyte.
- f) Personal Presentation must demonstrate the motivation and relevance of the application and be uploaded in *pdf* file.
- g) The full-face photo must be uploaded in *jpg* or *png* with minimum size 1080 x 1080px, square format and white background.
- h) Declaration of consent must be signed (handwritten or certified digital signature) and then uploaded in *pdf* file.

### 2.2.4. Screening Challenges Procedures:

- a) Candidates will have to solve surprise mini-challenge(s) in front of the Jury. The surprise challenge(s) will be revealed on the day.
- b) Candidates may be asked to clarify aspects related to their personal presentation or CV.
- c) The session will be recorded.
- d) In the end, a networking moment between Jury and candidates will take place in order to approximate both parts, not being constituted as an evaluation element.

### 2.2.5. Evaluation Criteria:

- a) The candidates will be evaluated by the members of the selection panel according to an assessment grid with the following parameters:
  - Curricular or professional experience;
  - Distinctive experience (distinctions, awards, extracurricular activities);
  - Motivation and relevance of the application;
  - Content and organisation of ideas;



- Adaptability;
- Creativity.
- b) The result of this phase is the selection of the 24 best applications.
- c) All selected and non-selected candidates will be individually notified by email.
- d) All information collected in this phase may be used by any of the members of the Jury for recruitment purposes.

**2.3. Training Days:** FEP Master's Challenge includes training days where applicants may register for self-development workshops and preparation for the evaluation moments with the Jury, given by Career & Development Service or invited speakers:

- 6<sup>th</sup> March: preparation for the screening challenges.
- 27<sup>nd</sup> March: preparation for the Semi-Final.
- 28<sup>nd</sup> April: preparation for the Final.

## **2.4. Phase 2 – Thematic Pitch and Group Dynamics**

**2.4.1. Dates and Procedures:** This phase includes 2 moments: an individual speech (thematic pitch) to the members of the Jury, based on the prepared theme, and group dynamics with technical and interpersonal skills components, which will take place in FEP, on the 10<sup>th</sup> of April of 2025.

- a) Previous to the semi-final, an email with a theme will be sent to the candidates, who have to prepare a speech to present to the Jury.
- b) The individual speech has a maximum duration of 4 minutes and must be given without power point or similar.
- c) In the end of the speech the Jury will ask questions about the presented theme, with a maximum 2 minutes duration. A break will follow the speeches.
- d) The group dynamics will take place after the candidates' individual speeches and its content and duration will be given on the day.
- e) Candidates will be assessed in groups and provided with a scenario requiring the entire team to work together and solve the issue. The details of the group dynamics will be revealed on the day and its content may cover several themes.
- f) The exact hour of the pitch and group dynamics will be announced in advance to candidates.
- g) In the end of the group dynamics, a networking moment between Jury and candidates will take place in order to approximate both parts, not being constituted as an evaluation element.
- h) The pitch and group dynamics will be recorded.

### **2.4.2. Evaluation Criteria:**

- a) Each candidate audition (pitch) will be evaluated by all Jury's members having in consideration the following parameters:
  - Quality of the content;
  - Critical thinking;
  - Logical and structured speech;
  - Ability to answer questions;





- b) During the group dynamics all candidates will be assessed individually by all members of the Jury, according to the following parameters:
  - Planning and organising;
  - Problem solving;
  - Initiative;
  - Communication ability.
- c) This phase will culminate in the selection of the 10 best candidates.
- d) All selected and non-selected candidates will be individually notified by email.

## **2.5. Phase 3 – Debate and Interview**

### **2.5.1. Dates and Procedures:**

- a) The final's day will be divided into 2 moments: a group debate and an individual interview.
- b) The group debate content and duration will be revealed on the day. A break will follow the debate.
- c) After the break, an individual interview will take place with a duration of 15 minutes, in which the Jury will ask each candidate questions about their personal and professional background.
- d) This phase is on the 15<sup>th</sup> of May, with hour to be defined and notified to candidates in advance.
- e) This phase will be recorded.

### **2.5.2. Evaluation Criteria:**

- a) During the debate, candidates will be assessed by the Jury according with the following parameters:
  - Argumentation;
  - Negotiation/ persuasion skill;
  - Analysis ability;
  - Communication and reasoning;
- b) During the interview the assessment parameters are:
  - Self-Knowledge;
  - Logical and structured speech;
  - Interpersonal relationship/ interaction with the Jury.
- c) This phase will culminate in the selection of the 3 winners of the **FEP MASTER'S CHALLENGE**.
- d) In the occurrence of a tie, the following parameter will apply: higher average score obtained in the previous phases.
- e) The public disclosure of the winners will take place in an award-ceremony.

### 3. Selection Panel of FEP MASTER'S CHALLENGE

3.1. According to the article 8 of the **FEP MASTER'S CHALLENGE** regulation, the nominated Jury for the **FEP MASTER'S CHALLENGE 2025** edition is:

- Representative of Ageas
- Representative of Central Lobão
- Representative of Deloitte
- Representative of FinTrU
- Representative of Millennium BCP
- Representative of NOS
- Representative of Parfois
- Representative of Sonae SGPS
- Representative of Sonae Sierra

3.2. **Validity of the decisions:** The decisions of the Jury are only valid if they are taken together, with the presence of at least five members of the selection panel.

FEP values principles of Diversity, Equity, and Inclusion, principles that will be passed on to the jury.

### 4. Business Travel Award

4.1. According to the exposure in item number 1.a) of article 6 of the **FEP MASTER'S CHALLENGE** regulation the 3 winners of **FEP MASTER'S CHALLENGE 2025** edition will be entitled to a business trip destination to be announced in the beginning of the program and subject to the following:

- The trip will have a duration of 5 to 7 days and will be scheduled between August and September of 2025.
- The winners will be notified by email of the final travel details, in advance.
- If one cannot travel, for professional or personal causes, on the indicated dates, the School has no obligation to guarantee the prize. The winner will lose the right to claim the trip or any other compensation.
- If travelling to the destination may not be possible, for causes not attributable to the School, the trip will be automatically postponed and rearranged, preferably in next year's edition.

### 5. Acceptance of the Regulation and Alterations

5.1. The participation in **FEP MASTER'S CHALLENGE** assumes the full acceptance of its Regulation and of the information contained in this Notice.

5.2. The deadlines, dates and other information contained in this Notice may be amended by decision of the Jury and of FEP, which will give prior and public notice of its occurrence.

School of Economics and Management of the University of Porto (FEP), 5 of February of 2025.

Professor Óscar João Atanázio Afonso

Dean

