

**NOTICE OF OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR THE HIRING OF AN ASSISTANT RESEARCHER, IN THE SCIENTIFIC AREA OF ARTS, SCIENTIFIC SUBAREA DESIGN, FOR THE INSTITUTE FOR RESEARCH IN DESIGN, MEDIA AND CULTURE (ID+) OF THE FACULTY OF FINE ARTS OF THE UNIVERSITY OF PORTO (FBAUP - (CONTRACT OF EMPLOYMENT FOR AN INDETERMINATE TERM)**

**Preamble**

By order of the Director of the Faculty of Fine Arts of the University of Porto, Professor Dr. Lúcia Almeida Matos, of October 29th, 2024, it is hereby made public that this international selection tender procedure is open for a period of 15 (fifteen) business days from the business day immediately following the publication in the *Diário da República* of Order (extract) No. 12993-C/2024, of October 31st, 2024, to hire an Assistant Researcher, in the scientific area of Arts, subarea Design under an individual employment contract for an indefinite period, under the Labor Code.

**Governing Law**

The competition and its contracting are governed by the provisions contained in Regulation No. 487/2020 - Regulation of Research, Science and Technology Personnel of the University of Porto, published in the *Diário da República*, 2nd series, No. 100, of May 22, and by other applicable legislation, namely the Labor Code - approved by Law No. 7/2009, of February 12, in its current wording; the Code of Administrative Procedure (CPA) - approved by Decree-Law No. 4/2015; as well as other applicable regulatory standards.

**I – Characterization of the Workplace(s)**

- 1. Scientific area:** Arts, subarea Design
- 2. Category:** Assistant Researcher
- 3. No. of vacancies:** 1 (one)
- 4. Funding**

This competition is open according to the FCT-Tenure Programme—1st Edition, published through

the Call for Tenders Notice (AAC) with reference PRR No. 02/CO6-iO6/2024 (application with reference 2023. 14661.TENURE.003) and with the financing line provided for in article 137 of the State Budget Law for 2024. The objective is to promote the hiring of doctorates exclusively for permanent positions by integrating them into the research career.

## **5. Workplace**

The workplace is located in the Institute for Research in Design, Media and Culture (ID+) of the Faculty of Fine Arts of the University of Porto or in any other place necessary to exercise the functions for which the Assistant Researcher is hired and/or indispensable for his/her professional training.

## **6. Compensation**

The gross monthly remuneration will be €3,427.59, corresponding to the 1st position, level 9 of the table attached to Regulation No. 487/2020; or to the 1st position, index 195 of the table attached to the Statute of the Scientific Research Career – Decree-Law No. 124/99, of April 20, as amended, on an exclusive basis, to which are added the holiday and Christmas allowances, as well as the food allowance, in the amount and with the conditions provided for workers in public functions.

## **7. Contract Regime**

**7.1.** The Assistant Researcher will be hired under an indefinite employment contract, with a five-year trial period, under Article 48 (2) of Regulation No. 487/2020.

**7.2.** The Researcher will perform his/her duties, as a rule, on an exclusive dedication basis, under Article 39 (1) of Regulation No. 487/2020.

## **8. Functional Content.**

**8.1.** According to Article 8 (1) of the Regulation, the duties of the research personnel include the following aspects:

- a) Research;
- b) Transfer and valorisation of knowledge;
- c) Management and communication of science and technology and other tasks;
- d) Teaching and training activities, when applicable and by the terms of article 12 of Regulation

No. 487/2020.

**8.2.** According to paragraph 1 of article 13 of the Regulation, the Researcher will carry out, regularly, research and development activities, as well as all other scientific and technical activities within the scope of the mission of FBAUP and the University of Porto listed in points a) to g) of the same paragraph and also:

- a) Devising programs of scientific literacy in close connection with ID+ led Portuguese Design Schools network [PDSN] (ID+ OBS);
- b) Coordinating the issue of scientific literacy guidelines with governing bodies;
- c) Leading multidisciplinary contexts that require lexical, epistemological and methodological inter-legibility;
- d) Creating opportunities for applied research that requires complementary knowledge and converging, contributions from distinct fields;
- e) Overcoming disciplinary hermeticism by revising, testing and validating communication tools and templates for inter-legibility;
- f) Liaising with potential partners, funding bodies and venture capitalists;
- g) Reverting the aforementioned opportunities and contexts to:
  - Applied and strategic research projects;
  - Knowledge transfer and entrepreneurship;
  - Curricular insertion towards specialised degrees and/or modules in existing courses: BA (skills in designing for scientific literacy), MA (skills in mediating inter-disciplinary knowledge), PhD (skills in initiating trans-disciplinary projects).

The above to be developed in three scales: 1. At U.Porto; 2. Scaleable to aforementioned PDSN; 3. Scaleable among international partner networks.

## **II - Selection Process**

### **9. Admission requirements**

#### **9.1. General admission requirements**

Eligible candidates for this position include national, international, and stateless individuals who have been conferred a doctoral degree\* in the scientific areas of Design or related areas. Candidates must demonstrate a documented track record of scientific and professional achievements in the competition's specified research domain, and possess expertise aligned with the scope of activities outlined in Section 8 of this Notice.

\*If a foreign higher education institution has granted the qualification, it must be recognised by a Portuguese higher education institution, under the provisions of article 25 of Decree-Law No. 66/2018 of August 16, which approves the legal regime for the recognition of academic degrees and diplomas of Higher Education awarded by foreign higher education institutions, and paragraph e) of point 2 of article 4 of Decree-Law No. 60/2018 of August 3; additionally, any formalities established therein must be fulfilled before the date of celebration of the contract.

## **9.2. Special admission requirements**

To determine the appropriate profile for the activity to be developed, the following special requirements are to be considered:

- a)** Knowledge, experience and skills in working with multiple scientific disciplines;
- b)** Ability to act as an interface between different scientific disciplines with a view to the mutual translation of scientific knowledge through complementary skills in applied research;
- c)** Ability to lead responses to contemporary socio-cultural and technological challenges with degrees of complexity that require concerted efforts and multiple points of view;
- d)** Have carried out research in the scientific areas of Design, within the thematic research areas of ID+, particularly in the area of Communication Design, with relevant contributions to Sustainable Development Goals (SDGs) 3 - Health and Well-being, 4 - Quality Education and 9 - Industry, Innovation and Infrastructures;
- e)** Participate or have participated as a researcher in at least 1 (one) Scientific Project approved in a competitive call, in the last 5 years (counting from the deadline for submitting applications), in the thematic areas of ID+ Research;
- f)** Be the author, co-author, editor or co-editor of books and/or scientific articles of verifiable relevance in the scientific area of the competition;
- g)** Participate or have participated in transnational research networks in the area of the competition.

**9.3.** Failure to meet the requirements mentioned in points 9.1 and 9.2 of this Notice will result in the application's exclusion.

## 10. Selection Methods

Under the provisions of Article 26 of Regulation No. 487/2020, the following selection methods will be applied:

- a) Evaluation of the scientific and curricular path of candidates (APCC) (80%);
- b) Interview (ENT), to be held to the candidates best positioned in the APCC, in a maximum of 3 (20%).

## 11. Evaluation of the Scientific and Curriculum Path of Candidates (APCC)

**11.1.** The evaluation of the scientific and curricular course will take into account the profile appropriate to the requirements of the functions corresponding to the category to which this competition refers, focusing on the relevance, quality and timeliness of the following aspects:

- a) Scientific performance in areas relevant for the function advertised in the Notice;
- b) Transfer and valorisation of knowledge;
- c) Management and communication of science and technology;
- d) Teaching and training.

**11.2.** In evaluating the aspects referred to in points a) and b) of the previous point, the activity carried out in the last five (5) years, counted until the closing date of the application period, must be taken into account.

**11.3.** The period of five years referred to in paragraph 12.2. may be increased by the Jury when based on the suspension of scientific activity for socially protected reasons, namely, for reasons of parental leave, severe prolonged illness, and other situations of unavailability for work legally protected, provided that the request is duly substantiated and proven by the candidates.

**11.4.** In the application of the aspects referred to in point 11.1. the following parameters are evaluated, to which the indicated weighting factors are assigned:

### 11.4.1. Criteria for evaluating **Scientific Performance (SD) (60%)**:

**DC1.** Scientific Production: considered most relevant by the applicant in relation to the position being applied for, namely books, book chapters, scientific articles in journals with scientific arbitration, with the intrinsic quality of the respective content being assessed (50%);

**DC2.** Research projects approved in competitive tenders: coordination and participation in research projects approved in competitive tenders (20%);

**DC3.** Research and knowledge dissemination activities: research and dissemination activities considered to have the greatest impact associated with the position being applied for, considering the intrinsic quality of the activity selected in the application, namely: papers presented at scientific meetings subject to an evaluation process; keynotes at congresses or conferences by invitation; artistic projects and exhibitions; curatorial projects; editorial coordination; scientific arbitration activities (30%).

**11.4.2. Criteria for evaluating Knowledge Transfer and Valuation (TVC) (20%):**

**TVC1.** Studies, exhibitions and debates within society: studies, exhibitions and debates within society, aimed at diagnosing problems, studying alternatives and defining ways forward (30%);

**TVC2.** Dissemination of knowledge, technology and culture: scientific, technological and cultural dissemination activities (e.g. organization of congresses and conferences, scientific and technological dissemination publications in the specific area and field for which the recruitment procedure is open, cooperation activities with institutions outside the research ecosystem and university system (35%);

**TVC3.** Active search for funding: active search for competitive funding to support research activities and the transfer and valorization of knowledge (35%).

**11.4.3. Criteria for evaluation of Management and Communication of Science and Technology (GCCT) (10%):**

**GCCT1.** Participation in management activities: science management activities in the areas of artistic research or performance of functions relevant to the mission of the University of Porto in the area of Arts and Design, especially of the research unit where the competition takes place (25%);

**GCCT2.** Scientific policies: a contribution to the definition of scientific policies and open science (75%).

**11.4.4. Criteria for evaluation of Teaching and Training (DF) (10%):**

**DF1.** Teaching experience: experience, scope and quality of the teaching activity carried out in the scientific areas of Arts and Design. Whenever possible, the assessment of the quality of the teaching activity carried out by the candidate will use the results of objective methods based on opinion surveys (with pedagogical surveys) (50%);

**DF2.** Advanced training: supervision of doctorates, master's degrees and scientific supervision of research fellowships and internships at higher education institutions in the area of recruitment indicated (50%).

**11.5.** The following formula obtains the final classification of the APCC:

$$APCC = 0,60 * DC + 0,20 * TVC + 0,10 * GCCT + 0,10 DF.$$

## **12. Interview Evaluation (ENT) (20%)**

**12.1.** At the interview stage, up to a maximum of 3 candidates with the best classification in evaluating the scientific and curricular course will be admitted.

**12.2.** The Interview will last for a maximum of one hour.

**12.3.** The Interview evaluation criteria will be as follows, with the indicated weighting factors to be attributed:

**ENT1.** Aspects related to the research carried out by the applicants (50%):

**a)** Ability to describe the activities undertaken in the research activities (50%):

Assesses the capacity for expression and discursive fluency.

**b)** Demonstration of leadership in research activities (50%):

Assesses the candidate's behavior in terms of team management skills.

**ENT2.** Other aspects relevant to the development of the candidate's activity (50%):

**a)** Motivation to carry out research activities autonomously (50%).

This assesses the candidate's ability to carry out the planned activities with maximum autonomy.

**b)** Motivation to carry out management activities and seek funding for research projects (50%):

Assesses the applicant's ability, strategies and transnational collaborative work to find the resources needed to develop research projects.

**12.4.** The following formula obtains the Interview classification:

$$ENT = 0,50 * ENT1 + 0,50 * ENT2$$

**12.5.** The lack of attendance of candidates for the interview phase is equivalent to withdrawing from the tender procedure and entails their exclusion from the procedure.



### **13. Final Classification (CF)**

The Final Classification (CF) of the Scientific and Curricular Pathway Assessment (APCC) and Interview (ENT) will be obtained by applying the following formula:

$$CF = (APCC * 0,80) + (ENT * 0,20)$$

### **14. Valuation of Selection Methods**

Each member of the jury evaluates the candidates' scientific and curricular path and the Interview on a scale from 0 to 100 points, with a valuation up to hundredths, with the classification obtained through the weighting defined in the criteria to be evaluated.

### **15. Assessment Methodology**

**15.1.** After the admission of the candidates, and before starting the votes for their ordering in the evaluation of the scientific and professional path, each member of the Jury presents a written document, to be attached to the minutes, with the ordered list of candidates, in descending order of merit, duly substantiated, considering the criteria and parameters of the Notice of the contest.

**15.2.** The jury deliberates using nominal votes based on the selection criteria adopted and published, and abstentions are not allowed.

**15.3.** The serialisation methodology to follow is that indicated in Article 29 of Regulation No. 487/2020.

**15.4.** Each member of the Jury shall respect, in the various votes, the order presented in the document referred to in paragraph 15.1.

**15.5.** Minutes of the jury meetings are drawn up, which contain a summary of what has occurred in them, as well as the votes cast by each member and their reasons.

**15.6.** After applying the selection method (s), the jury prepares the final ranking list of candidates with the respective classification.

**15.7.** The jury's final decision is approved by the head of the institution responsible for opening the tender procedure.

**15.8.** The final hiring decision is the responsibility of the maximum manager of the contracting entity.



## 16. Composition of the Panel

By the provisions of Article 19 (1) (f) and Article 22 (1) and (2) of Regulation No. 487/2020, the jury of the competition is composed as follows:

### President of the jury

Dr. Lúcia Gualdina Marques de Almeida da Silva Matos, Associate Professor and Director of the Faculty of Fine Arts of the University of Porto.

### Effective Members

1st member: Dr. Heitor Manuel Pereira Pinto da Cunha e Alvelos, Full Professor, Faculty of Fine Arts, University of Porto.

2nd member: Dr. Maria de Fátima Teixeira Pombo, Full Professor, University of Aveiro.

3rd member: Dr. Paula Cristina de Almeida Tavares, Coordinating Professor, Polytechnic Institute of Cávado and Ave.

### Alternate members:

1st alternate member: Dr. Maria Emília Capucho Duarte, Full Professor, European University;

2nd alternate member: Dr. Rita Assoreira Almendra, Full Professor, University of Lisbon.

## 17. Formalization of applications:

**17.1.** Applications must be submitted by 11:59 pm (local time – Lisbon) until **november 22th 2024**.

**17.2.** Applications must be formalized in the *online* application submission system, available on the FBAUP website:

[https://sigarra.up.pt/fbaup/pt/CNT\\_CAND\\_GERAL.CONCURSOS\\_LIST](https://sigarra.up.pt/fbaup/pt/CNT_CAND_GERAL.CONCURSOS_LIST) (REF. 2024/11, N. 32).

**17.3.** The application is accompanied by documents proving the conditions provided for in points 9, 9 and 11 of this notice, namely:

- a)** Request addressed to the President of the Jury (according to the model attached to this Notice);
- b)** Copy of the PhD certificate or diploma;
- c)** Copy of the certificate of recognition of the doctoral degree, if it was obtained in a foreign Higher Education Institution (to be submitted before the appointment is made);
- d)** Detailed curriculum vitae, in pdf format, containing all relevant information for the assessment of

the application, as well as to demonstrate compliance with the criteria set out in points 9.1 and 9.2 of this notice, with all elements relating to the last 5 (five) years, organized in accordance with the APCC criteria set out in paragraph 11 and including the updated Ciência Vitae and ORCID identifiers;

**e)** Introductory text for each of the items in point 11.4 (maximum 400 words per item);

**f)** Selection of the most relevant publications in the last 5 (five) years, up to a maximum of 15 publications (presented in full and with bibliographic referencing), in PDF format.

**g)** Any other documents that the applicant justifies as being relevant to the assessment of their merit.

**17.4.** The documents can be integrated into folders with compressed format (zip, rar, 7z); however, it is necessary to consider the limit of the system for *upload*, which is set at a maximum of 720MB per compressed file or folder. Each application can submit several compressed files or folders, each with a limit of 720 MB, and the total number of compressed files/folders submitted is not limited.

**17.5.** Para efeitos de avaliação das candidaturas, não serão considerados documentos cujo acesso seja facultado através de *links*, sendo obrigatória a sua submissão na plataforma do concurso (Sigarra).

**17.6.** The Jury may, whenever it deems it necessary, request candidates to submit additional documents of the facts referred to in the submitted curriculum, determining a deadline for this purpose, in the following terms:

- a)** the referred documentation is not intended for the presentation of elements not referenced in the *Curriculum Vitae*, nor for the gathering of missing documents required in this Notice;
- b)** all candidates are made aware that additional documentation has been requested.

**17.7.** Failure to comply with the deadline for submission of the application, failure to submit or submit the documents referred to in points 18.3 (a), (b), (d), and (e) after the deadline, determine the exclusion of the application.

### **III – Stakeholder Hearing and Decision**

#### **18. Notification of Results and Hearing of Interested Parties**

**18.1.** Notifications are made by email, under Articles 112(1) (c) and 113 (5) of the Code of Administrative Procedure.

**18.2.** Candidates will be notified of the minutes regarding the phase/s of evaluation of the applications by sending them by e-mail to the address indicated in the application form completed when applying to the Sigarra system, with receipt of notification of delivery.

**18.3.** By the provisions of Article 121 and subsequent articles of the Code of Administrative Procedure, candidates have, after notification, the legal period of 10 working days to inform what is offered to them before the final decision, as provided for in Article 121 and subsequent articles of the Code of

Administrative Procedure. These are considered notified under the terms provided for in Article 113 of the aforementioned law.

## **IV - Final Considerations**

### **19. Occupation of the vacancy(s) to the competition**

This competition is intended exclusively to fill the position (s) indicated in this Notice, and may be terminated until the approval of the final sorting list of candidates and expiring with the respective occupation of the job on offer. If none of the candidates demonstrates the profile indicated for the performance of the functions described above within the scope of this procedure, the jury reserves the right not to award the place to the contest.

### **20. Reserve list**

Based on the final sorting list, a reserve list will be constituted, which can be used in case of withdrawal and/or non-delivery of the documentation provided by the selected person/s within the period defined for this purpose. The maximum authority of the Faculty reserves the right to summon the following candidate (s) and so on until the vacancy (s) is/are filled, whenever deemed appropriate, upon judgment of opportunity and convenience. This reserve list may be used up to eighteen (18) months from the date of approval of the final sorting list.

### **21. False declarations**

False declarations made by candidates will be punished under the law.

### **22. Other Provisions**

The Joint Order No. 373/2000, of March 31, of the Minister of State Reform and Public Administration and the Minister for Equality, determines the obligation to carry out the following mention in admission and access contests: "In compliance with Article 9 (h) of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously providing to avoid any form of discrimination". In this sense, the terms "candidate(s)", "investigator(s)" and the like are not used in this Notice to refer to people's gender.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty by reason, namely, of ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership.

### **23. Opening Notice Approval**

This opening notice was approved by the President of the Scientific Council of FBAUP on October 24th, 2024.

Porto, October 29<sup>th</sup>, 2024.

The Director of the Faculty of Fine Arts of the University of Porto,

Professor Lúcia Almeida Matos.

## ANNEX

### Application Letter

*(to comply with paragraph 17.3 (a) of the opening notice)*

Dear President of the Jury,

I, (Name), born on (date of birth), of nationality (\_\_\_), resident at (address), with the mobile phone number (number) and email address (e-mail), hereby request you to accept my application for the international selection procedure, for category (category), for the exercise of research activities in the scientific area (s) of (\_\_\_), under the project/programme contract “(\_\_\_)” (Ref. \_\_\_), financed by (\_\_\_)(if applicable), in progress at (Faculty/Institute), under an individual employment contract for an indefinite period, under the Research, Science and Technology Personnel Regulation of the University of Porto, the Labor Code and other applicable regulatory standards.

I further declare that:

- I consent to the communications/notifications in the scope of this competition being made to the e-mail address I mentioned above (which must be the same as the one entered in the application form completed when submitting the application in the Sigarra system).
- I also declare, under oath, that I am solely and exclusively responsible for the veracity of the elements and facts contained in my application, being fully aware that the provision of false declarations implies the exclusion from this competition.
- I further declare that, by including personal data in my curriculum documents, I am authorizing them to be known by the members of the jury and the candidates for this contest, in the context of a prior hearing of interested parties.

Together with this Request, I send the following documents for consideration by the Jury:

(.....)

(Place and date)

(Signature)