

NOTICE OF OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE RECRUITMENT OF A PHD HOLDER EQUIVALENT TO ASSISTANT RESEARCHER IN THE SCIENTIFIC FIELD OF SOCIOLOGY, WITHIN THE SCOPE OF THE PROJECT “RURAL REVIVAL: A LIFE IN THE INSPIRATIONAL COUNTRYSIDE” (RURALITIC) (Project No. 101181142) FOR THE INSTITUTE OF SOCIOLOGY OF THE UNIVERSITY OF PORTO, ONGOING AT THE FACULTY OF ARTS AND HUMANITIES OF THE UNIVERSITY OF PORTO (FLUP) - EMPLOYMENT CONTRACT FOR AN UNSPECIFIED FIXED-TERM WORK CONTRACT (“CONTRATO INDIVIDUAL DE TERMO RESOLUTIVO INCERTO”)

Preamble

By order of the Director of the Faculty of Arts and Humanities of the University of Porto (FLUP), Professor Paula Pinto Costa, dated May 14, 2025, it is hereby made public that the present international selection competition procedure is open for a period of 10 (ten) working days from the working day immediately following the publication in the Official Gazette of Order (extract) No. 6574, dated 12 June 2025, with a view to recruiting a PhD-Equated Research Assistant, in the scientific area of Sociology, under an individual employment contract for an unspecified fixed-term work contract (“contrato individual de termo resolutivo incerto”), under the Portuguese Labor Code.

Legislation Applicable

The competition and respective hiring are governed by the provisions contained in Regulation No. 487/2020 - Regulation of Research, Science and Technology Staff of the University of Porto, hereinafter referred to as *Regulation*, published in the *Diário da República*, 2nd series, No. 100, of May 22, and by other applicable legislation, namely the Code of Work - approved by law No. 7/2009, of 12 of February, in your current wording; Decree-Law No. 57/2016 of 29 August, amended by Law No. 57/2017 of 19 July - which approves a system for hiring doctors designed to stimulate scientific employment and technological in all to the areas of knowledge (RJEC); the Code of Administrative Procedure (CPA) - approved by Decree-Law No. 4/2015; the Decree Regulate n. 11-A/2017, of 29 of December; as well as other applicable regulatory standards.

I – Characterization of the Workplace

- 1. Scientific Area:** Sociology
- 2. Category:** Equivalent Doctorate/aa Research Assistant
- 3. Number of vacancies:** 1

4. Financing

This competition is open within the scope of the Project “Rural Revival: A Life In The Inspirational Countryside” (RURALITIC), Project No. 101181142, funded by the European Union under the Horizon Europe Programme.

5. Workplace

The local of work is located at the Institute of Sociology of the Faculty of Arts and Humanities of the University of Porto, or in any other locations necessary for the execution of the activities of the project or program contract, or for the exercise of the functions for which he/she is hired, and/or indispensable for his/her professional training.

6. Remuneration

The gross monthly remuneration will be €3,501.28*, corresponding to the 1st position, level 9*, on an exclusive basis, in the table attached to Regulation No. 487/2020, to which are added the holiday and Christmas bonuses, as well as the food allowance in the amount and with the conditions for workers with an employment contract in public functions.

7. Recruitment Regime

7.1. The PhD holder will be hired under an open-ended employment contract, as required by law, under the terms of paragraph b) of No. 1 of article 6 of the RJEC, ex vi, No. 2 of article 18 of the RJEC.

7.2. The contract in question must be maintained for the period necessary to carry out the activities identified in the following paragraph of this Notice, included in the project, without prejudice to compliance with the legal and regulatory limits established regarding the maximum duration, and may never exceed the maximum limit of 6 (six) years.

7.3. The Doctor will perform his/her duties, as a rule, on an exclusive dedication basis, in accordance with § 1 of article 7 of the RJEC and § 1 of article 39 of the Regulation.

8. Functional Content

8.1. The duties of research staff include the following areas:

- a) Research;
- b) Knowledge transfer and enhancement;
- c) Science and technology management and communication, and other tasks;
- d) Teaching and training activities, when applicable and in accordance with the terms of article 12 of the U. Porto Regulations.

It shall be the responsibility of the **Doctorate/Equivalent Assistant Researcher** to regularly perform activities corresponding to the career category to which they are assigned, namely research and development activities, as well as all other scientific and technical activities within the mission of FLUP and the University of Porto, the activities provided for in subparagraphs a) to g) of Article 13(1) of the Regulations, and also:

- a) Review the state of the art of scientific literature related to the sociology of rural social spaces;
- b) Collect, process and analyse statistical data on economic and social activities carried out in rural contexts in Portugal and Europe, in accordance with the methodologies established in the 'RURALITIC' project;
- c) Participate in the process of constructing a questionnaire survey of the population living in rural contexts and in monitoring its implementation in Portugal, in accordance with the methodologies established in the 'RURALITIC' project;
- d) Develop qualitative sociological field research in a regional context in Northern Portugal;
- e) The researcher will be responsible for regularly carrying out research and development activities, as well as other scientific and technical tasks within the scope of the 'RURALITIC' research project, in particular those related to monitoring the implementation of various work packages;
- f) Participation and collaboration in the preparation of scientific articles and other outputs associated with the project; the tasks will be carried out in collaboration with the multidisciplinary research team that makes up the consortium and covers a wide range of disciplines including, in addition to sociology, history, economics, urban planning and territorial studies.

II – Selection Process

9. Admission Requirements

9.1. General Admission Requirements

The competition may be contested by national, foreign and stateless candidates who hold a Doctorate* degree in the scientific area of Sociology, and who hold a scientific and professional curriculum in the scientific area of this competition, and who reveal a profile suitable for the activities to be developed, in accordance with point 8 of this Notice.

**If the doctorate was awarded by a foreign higher education institution, will have to be recognized by a Portuguese higher education institution, under the terms of the provisions of article 25. of Decree-Law n. 66/2018, of 16 of August, what approves the regime legal of recognition of academic degrees and Higher Education diplomas granted by institutions of teaching superior foreign and the paragraph and) of n. 2 of article 4. of Decree-Law n. 60/2018 of August 3, and any formalities established therein must be completed by the date of act of hiring.*

9.2. Special Admission Requirements

For the purposes of determining the appropriate profile for the activity to be carried out, the following special requirements apply:

- a) Participation in funded research projects in the area of Sociology of Social Classes and Sociology of Territories applied to contemporary Portuguese social formation;
- b) Experience in sociological research, achieved through participation in funded scientific projects and/or authorship or co-authorship of scientific papers, using the handling and analysis of official statistics (including microdata bases);
- c) Sociological research experience, gained through participation in funded scientific projects and/or authorship or co-authorship of scientific papers, involving the handling and analysis of official and institutional archives;
- d) Sociological research experience, gained through participation in funded scientific projects and/or authorship or co-authorship of scientific papers, using quantitative methodologies, with a particular focus on the application of questionnaire surveys, the administration and processing of the respective databases and their analysis;

- e) Experience in sociological research, gained through participation in funded scientific projects and/or authorship or co-authorship of scientific papers, using qualitative methodologies, with a particular focus on conducting in-depth interviews and their processing and analysis;
- f) Proficiency, from a user's perspective, in software for quantitative data analysis, such as IBM-SPSS and Microsoft-EXCEL;
- g) Experience in developing processes for the transfer and enhancement of knowledge, gained through participation in initiatives for content management and the dissemination and communication of sociological research results, including through digital means;
- h) Driving licence for light vehicles and availability (to be stated in the letter of motivation) for frequent travel.

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

10. Requirements Preferred

For the purposes of evaluating candidates for the competition, the preferred requirements are as follows:

- a) Fluency in spoken, written and reading Portuguese, English and French, to be assessed through publications and in an interview for candidates who are selected for this stage.

11. Selection Methods

In accordance with the provisions of articles 26 of the Regulation and 5 of the RJEC, the following selection methods will be applied:

- a) Assessment of the scientific and curricular path of candidates (APCC) (90%);
- b) Interview (ENT), to be carried out with the best-positioned candidates in the APCC, a maximum of three (3) (10%).

12. Assessment of the candidates' scientific and curricular background (APCC) (90%)

12.1. The assessment of the scientific and curricular path will take into account the profile suited to the requirements of the functions corresponding to the category to which this competition relates, focusing on the relevance, quality and currentness of the following aspects:

- a) Scientific performance in the areas (and subareas) relevant to the position;
- b) Knowledge transfer and valorization;

c) Science and technology management and communication;

d) Teaching and training.

12.2. When applying the aspects referred to in point 12.1, the following parameters are assessed, to which the indicated weighting factors are assigned:

12.2.1. Criteria for evaluating **Scientific Performance (SC) (90%)** :

DC1. Experience and quality of research into the individual path, in accordance with the provisions of paragraphs a) to e) of point 9.2 of this notice (60%).

DC2. Quality of the three selected scientific works (25%).

DC3. Articulation of the motivation letter with the objectives of the «RURALITIC» project (15%).

12.2.2. Criteria for assessing **Knowledge Transfer and Valorization (KTV) (5%)** :

TVC1. Experience in knowledge transfer and enhancement activities (100%).

12.2.3 Criteria for the evaluation of **Science and Technology Management and Communication and Other Tasks (GCT) (2%)**

GCT. activities include the management and communication of science and technology within the area relevant to the recruitment process. These activities comprise participation in Erasmus+ projects; active contribution to the definition and implementation of scientific and social policies; and collaboration in technical and scientific evaluation committees organized by national or international entities, particularly in the context of project calls, scholarships, or awards (100%).

12.2.4. Criteria for evaluating **Teaching and Training (DF) (3%)** :

DF1. Experience of teaching in higher education in the field of sociology, with a special focus on the sociology of Portuguese social formation, the sociology of social classes, rural and urban sociology and/or the sociology of territories (100%).

12.2.5. The final APCC classification is obtained by the following formula:

$$APCC = 0.90 \times DC + 0.05 \times TVC + 0.05 \times DF$$

13. Interview Evaluation (ENT) (10%) :

13.1. Up to a maximum of three (3) candidates with the best scores in the assessment of their scientific and curricular background will be admitted to the interview phase.

13.2. The Interview will last a maximum of one hour and aims exclusively to clarify aspects related to the research carried out by the candidates.

13.3. The Interview evaluation criteria will be those explained below, and to which the indicated weighting factors will be assigned:

ENT1. - Ability to describe the activities carried out within the scope of the research carried out (50%). The capacity for expression and verbal fluency, coherence and discursive clarity will be assessed;

ENT2. Demonstration of the relationship between the individual research path and the objectives of the «RURALITIC» project, as these are inferred from point 8.1. of this notice (50%).

13.4. The Interview classification is obtained by the following formula:

$$ENT = 0.50 \times ENT1 + 0.50 \times ENT2$$

13.5. Failure of candidates to appear at the interview stage is equivalent to withdrawal from the competitive process, and they will be excluded from the process.

14. Final Classification (CF)

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

$$CF = (APCC \times 0.9) + (ENT \times 0.1)$$

If there is no interview, the final classification is the classification obtained in APCC.

15. Valuation of Selection Methods

Each member of the jury evaluates the scientific and curricular background of the candidates and the Interview, on a scale of 0 to 100 points, with a value up to one hundredth, with the classification obtained through the weighting defined in the criteria to be evaluated.

16. Evaluation Methodology

16.1. After the candidates have been admitted, and before voting begins to determine their ranking in the assessment of their scientific and professional career, each member of the Jury must submit a written document, to be attached to the minutes, with the ordered list of candidates, in decreasing order of merit, duly substantiated, considering the criteria and parameters of the Notice of Competition.

16.2. The jury deliberates by means of a nominal vote based on the criteria of selection adopted and disclosed, no being allowed abstentions.

16.3. The ranking methodology to be followed is that indicated in article 29 of the Regulation.

16.4. Each member of the Jury must respect, in the various votes, the order presented in the document referred to in item 16.1.

16.5. Minutes are taken of jury meetings, which contain a summary of what occurred during them, good as you votes issued put each one of the members and respective justification.

16.6. After completing the application of the selection methods, the jury proceeds to draw up the final classification list. of the candidates, with the respective classification.

16.7. The jury's final decision is approved by the head of the responsible institution, by opening the bidding process; the final decision on hiring being the responsibility of the maximum manager from the entity contractor.

17. Jury Composition

In accordance with the provisions of paragraph f) of § 1º of art.º 19 and in § 3º and 4º of art.º 22 of the Regulation and 13 of RJEC , the jury of contest he has the following composition:

President of Jury:

José Virgílio Borges Pereira, Full Professor, Department of Sociology, Faculty of Arts, University of Porto.

Effective members:

1st member: João Pedro Luís de Queirós, Assistant Professor, Higher School of Education of the Polytechnic Institute of Porto.

2nd member: Ester Maria dos Reis Gomes da Silva, Assistant Professor, Department of Sociology, Faculty of Arts, University of Porto.

3rd member: Sílvia Adriana Barbosa Correia, Assistant Professor, Department of History, Political and International Studies, Faculty of Arts, University of Porto.

Alternate members:

1st alternate member: José Fernando Madureira Pinto, retired Full Professor, Faculty of Economics, University of Porto;

2nd alternate member: Carla Aurélia Rodrigues de Almeida, Associate Professor with Tenure, Department of Humanities at Universidade Aberta.

18. Formalization of the Applications

18.1. Applications must be submitted by **June 30, 2025 (local time – Lisbon)**.

18.2. Applications must be submitted using the *online application submission system* , available on the FLUP website: https://sigarra.up.pt/flup/pt/CNT_CAND_GERAL.CONCURSOS_LIST (REF. 2025/20, No. 191).

18.3. The application must be accompanied by documents proving the conditions set out in the points 9, 10 and 12 of the present Notice, namely:

- a)** Request addressed to the President of the Jury (according to the attached model);
- b)** Copy of Doctorate certificate or diploma;
- c)** Copy of the certificate of registration of recognition of the Doctorate degree, if obtained from a foreign Higher Education Institution (to be presented at the time of hiring);
- d)** *Curriculum Vitae*, containing all relevant information for the evaluation of the application, including research experience, publications completed, selected publications and other professional activities relevant to the tasks to be developed, as well as to demonstrate compliance with the criteria set out in points 9.1 and 9.2 of this notice, organised in accordance with the APCC criteria set out in no. 12, and including the updated *Ciência Vitae* and ORCID identifiers;
- e)** Motivation letter (maximum 3 pages), containing a reflection on the articulation of the candidate's research experience with the objectives foreseen for the exercise of functions within the scope of the project;
- f)** Three selected scientific works, of which the candidate was the author or co-author, preceded by a brief justification for the choice made;
- g)** Any others documents that candidate justify being relevant to the assessment of its merits (if applicable).

18.4. Documents can be integrated into folders in compressed format (zip, rar, 7z), however, it is necessary to consider the system limit for *uploads* , which is set at a maximum of 720MB per file or compressed folder. Each application may submit multiple files or compressed folders, each with a limit of 720 MB, with no limit on the total number of files/compressed folders submitted.

18.5. For the purposes of evaluating applications, documents that are accessed via *links will not be considered*, and submission to the competition platform (Sigarra) is mandatory.

18.6. The Jury may, whenever it deems necessary, request candidates to submit additional documents on the facts referred to in the submitted CV, setting a deadline for this, in the following terms:

- a) the aforementioned documentation is not intended for the presentation of elements not referenced in the *curriculum vitae*, nor for the inclusion of missing documents required in this Notice;
- b) All bidders are informed that additional documentation has been requested.

18.7. Failure to comply with the deadline for submitting the application, failure to submit or submitting after the deadline the documents referred to in points a) b) and d) of point 18.2., will result in the exclusion of the application.

III – Hearing of Interested Parties and Decision

19. Notification of Results and Hearing of Interested Parties

19.1. Notifications are made by email, in accordance with articles 112, § 1, letter c) and 113, § 5, of the Code of Administrative Procedure.

19.2. Candidates will be notified of the minutes regarding the evaluation phase/s of their applications by sending them by email to the address indicated on the application form completed when submitting the application in the Sigarra system, with receipt of notification of delivery.

19.3. Under the terms of article 121 et seq. of the Code of Administrative Procedure, candidates have, after notification, a legal period of 10 working days to inform what is offered to them before the final decision, as provided for in article 121 et seq. of the Code of Administrative Procedure. These are considered notified under the terms set out in article 113 of the aforementioned diploma.

IV – Final Considerations

20. Occupation of vacancy(ies) in competition

THE present contest is intended, exclusively, to the filling of the position/s indicated in this Notice, and may be terminated until the final ranking list of candidates is approved and expiring with the respective occupation from the post of work in offer. In the event that none of the candidates demonstrates the profile indicated for performing the functions described above within the scope of this procedure, the jury reserves the right not to award the position to the competition.

21. Reserve list

Based on the final classification list, a reserve list will be created, which may be used in the event of withdrawal and/or failure to submit the required documentation by the selected person/s within the deadline set for this purpose. The highest authority of the Faculty reserves the right to call the next candidate/s and so on until the vacancy/s are filled, whenever considered appropriate, based on judgment of opportunity and convenience and by. This reserve list may be used for up to 18 (eighteen) months, counting from the date of approval of the final classification list.

22. False Statements

To the false statements provided by the candidates will be punished us terms from the law.

23. Other provisions

Joint Order No. 373/2000, of March 31, of the Minister for State Reform and Public Administration and the Minister for Equality, determines that the following must be stated in entry and access competitions: “In compliance with paragraph h) of article 9 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 progression, scrupulously taking steps to avoid any and all forms of discrimination”. In this sense, the terms “candidate(s)”, “researcher(s)” and other similar terms are not used in this Notice to refer to the gender of people.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempted from any duty due to, in particular, 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, territory of origin, language, religion, political or ideological convictions and union membership.

24. Approval of the Opening Notice

This opening notice was approved by the Scientific Council of FLUP in a meeting held on May 14, 2025.

Porto, 12 of June of 2025

The Director from the Faculty of Arts and Humanities of University of Harbor, Professor Doctor Paula Pinto Costa

ANNEX
Application Request

(for the purposes of complying with paragraph a) of point 18.3 of the opening notice)

Dear Sir/Madam, Mr/Madam President of the Jury,

I, (Name), born on (date of birth), of nationality (), residing at (address), with cell phone no. (number) and email address (email), hereby request Your Excellency to kindly accept my application for the international selection procedure, for the category of (category), to carry out research activities in the scientific area(s) of (), within the scope of the project/program-contract “()” (Ref.), funded by () (if applicable), ongoing at (Faculty/Institute), under an individual employment contract for an uncertain term, under the Regulation of Research, Science and Technology Staff of the University of Porto, of Decree-Law no. 57/2016, of August 29, amended by Law no. 57/2017, of July 19, of the Labor Code and other applicable regulatory standards.

I further declare that:

- I consent to communications/notifications within the scope of this competition being made to the email address mentioned above (which must be the same as the one entered in the registration form completed at the time of submission of the registration in the Sigarra system).
- I also declare, under oath of honor, that it is my sole and exclusive responsibility for the veracity of the elements and facts contained in my registration, being fully aware that providing false statements implies exclusion from this competition.
- I further declare that, by including personal data in my curriculum documents, I am authorizing them to be made known to the members of the panel and to the candidates for this competition, in the context of a prior hearing of interested parties.

Together with this Application, I am sending the following documents for the Jury's consideration:

(.....)

(Place and date)

(Signature)