

NOTICE OF OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE HIRING OF AN AUXILIARY RESEARCHER IN THE SCIENTIFIC FIELD OF EXERCISE AND HEALTH, THROUGH A PRIVATE LAW EMPLOYMENT CONTRACT, FOR AN INDEFINITE PERIOD, FOR THE FACULTY OF SPORT OF THE UNIVERSITY OF PORTO.

By order of the Director of the Faculty of Sport of the University of Porto (FADEUP), Professor Doctor António Manuel Leal Ferreira Mendonça da Fonseca, dated June 6, 2024, it is made public that for a period of 30 (thirty) working days, starting from the first working day following the publication of this announcement in the Diário da República, this international selection procedure is open for the hiring of an Auxiliary Researcher, under an individual employment contract for an indefinite period, pursuant to the Regulations for Research, Science, and Technology Personnel of the University of Porto, Regulation No. 487/2020, published in the Diário da República, 2nd series, No. 100, of May 22, and other applicable laws, notably the Labour Code, approved by Law No. 7/2009, of February 12, in its current wording, for the performance of research activities in the scientific field of Exercise and Health.

This hiring is carried out under the Program-Contract signed with the Foundation for Science and Technology, related to the institutional support competitive procedure for associated laboratories, which funds the hiring of PhDs.

1. Scientific Area: The scientific area of this selection procedure is Exercise and Health.

2. Applicable Legislation:

2.1 The competition and the respective hiring are governed by the provisions of the Regulations for Research, Science, and Technology Personnel of the University of Porto - Regulation No. 487/2020, published in the Diário da República, 2nd series, No. 100, of May 22, hereinafter referred to as the Regulation; and other applicable legislation, notably the Labour Code - approved by Law No. 7/2009, of February 12, in its current wording; Decree-Law No. 57/2016, of August 29, amended by Law No. 57/2017 of July 19, which approves a PhD hiring regime to stimulate scientific and technological employment in all fields of knowledge (RJEC); Code of Administrative Procedure (CPA), approved by Decree-Law No. 4/2015; Regulatory Decree No. 11-A/2017, of December 29; and other applicable regulatory norms.

3. Pursuant to Article 16 of the RJEC, in its current wording, this selection procedure is exempt from the authorization of the government members responsible for the areas of Finance and Public Administration, specifically referred to in paragraph 3 of Article 7 of the General Law

on Labour in Public Functions (LTFP), from obtaining the prior favorable opinion of the government members responsible for the areas of Finance and Public Administration, referred to in paragraph 5 of Article 30 of the LTFP, and from the recruitment procedure for workers in a requalification situation, referred to in Article 265 of the LTFP.

4. Admission requirements:

4.1. General Admission Requirements:

Candidates for the competition may be national, foreign, or stateless individuals holding a Ph.D. in Sports Sciences or related fields, with a scientific and professional background that demonstrates a profile suitable for the activity to be developed (see point 9 of the notice).

4.2. Special Admission Requirements:

For the determination of the suitable profile for the activity to be developed, the following are special requirements:

- a) Holding a Ph.D. for at least 5 years in the field of Sports Sciences or related area;
- b) Having published at least ten (10) scientific articles in the last 5 years (being the first or last author of at least five [5]), with content compatible with the exercise, aging, and health area, in journals with Impact Factor and peer review from the first two quartiles (Q1 and Q2), using the Journal Citation Reports (JCR, from Clarivate) or Scimago Journal & Country Rank (SJR) as references. Concerning such articles:
- c) Having a total number of citations greater than fifty (50) and an h-index of at least 6, using the SCOPUS database from Elsevier as reference;
- d) Having been the principal investigator of at least one (1) R&D project approved for competitive funding; or supervision of Ph.D. projects funded by FCT or another competitive funding entity.
- e) International collaborative work experience;
- f) Having supervised or currently supervising at least 1 doctoral thesis in an area compatible with the scientific area of the competition.

4.3. Failure to provide evidence of the requirements mentioned in points 4.1. and 4.2. will result in the exclusion of the application.

5. Preferred Requirements:

- a) Experience in management positions in academic or non-academic institutions;
- b) Relevant scientific experience in the field of exercise and aging or elderly frailty;
- c) Experience with quantitative and qualitative data analysis tools;

- d) Experience in teaching in the field of exercise and aging or participation in training programs;
- e) Active participation in scientific and technological dissemination initiatives within the scientific community and the general public, with presentations at national and international conferences;
- f) Proficiency in English language and scientific writing.

6. Remuneration:

The gross monthly base salary is €3,427.59, corresponding to the 1st remuneration position, level 9, in accordance with the annexed table to the Regulation, under an exclusive dedication regime.

7. Place of Work:

The workplace is located at the Faculty of Sport of the University of Porto (FADEUP).

8. Hiring Regime:

8.1. The Assistant Researcher will be hired under an indefinite employment contract, with a probationary period of five years, in accordance with Article 48(2) of the Regulation.

8.2. Career research staff generally perform their functions under an exclusive dedication regime.

9. Activities to be Developed:

9.1. In accordance with Article 8(1) of the Regulation, the functions of research staff include the following aspects:

- a) Research;
- b) Knowledge transfer and valorization;
- c) Management and communication of science and technology and other tasks;
- d) Teaching and training activities.

9.2. According to Article 13(1) of the Regulation, in particular, the Assistant Researcher is responsible for regularly carrying out research and development activities as well as other scientific and technical activities framed within the missions of their respective institutions, and also:

- a) Coordinating and developing the exercise and aging area, particularly regarding frailty associated with aging, including physical, cognitive, and social components, as well as the importance of physical activity as a preventive measure.
- b) Participating in the design, development, and execution of research and development projects, and related scientific and technical activities;

- c) Supervising work carried out under the projects assigned;
- d) Collaborating in the development of training actions in the field of research methodology and development;
- e) Monitoring research work carried out by fellows, research interns, and research assistants;
- f) Collaborating in teaching and participating in institution training programs;
- g) Supervising higher education students, including undergraduate, master's, and doctoral students;
- h) Performing the functions for which they have been elected or appointed in the collegiate bodies of the institution to which they belong.

10. Jury Members:

In accordance with Article 19(f), Article 22(1) and (2) of the Regulation, the competition jury is composed as follows:

Jury President:

Professor Dr. António Manuel Leal Ferreira Mendonça da Fonseca.

Members:

1st effective member: Professor Dr. Jorge Augusto Pinto da Silva Mota; General Coordinator of CIAFEL and Full Professor at the Faculty of Sport of the University of Porto;

2nd effective member: Professor Dr. José Manuel Fernandes de Oliveira; Full Professor at the Faculty of Sport of the University of Porto.

3rd effective member: Professor Dr. Armando Manuel Mendonça Raimundo. Full Professor at the Department of Sport and Health, University of Évora.

4th effective member: Professor Dr. José Luís García Soidán; Associate Professor at the University of Vigo.

5th effective member: Professor Dr. Susana Aznar Laín, Full Professor at the University of Castilla-La-Mancha.

Alternate member: Professor Dr. Maria de Fátima Marcelina Baptista. Associate Professor with Aggregation at the Faculty of Human Kinetics, University of Lisbon.

11. Selection Methods:

In accordance with Articles 26 of the Regulation, the selection methods are

- a) Evaluation of Scientific and Curricular Path (APCC), weighted at 70%;
- b) Interview (ENT) weighted at 30%.

12. Evaluation of Scientific and Curricular Path (APCC):

12.1. The evaluation of the scientific and curricular path takes into account the profile suitable for the activities to be carried out, focusing on the relevance, quality, and timeliness of the following criteria: a) Scientific and technological production considered most relevant by the candidate for the recruitment area and applied research activities or practice-based research, deemed most impactful in the recruitment area; b) Extension and dissemination activities of knowledge, particularly in the context of promoting scientific practices, considered most relevant by the candidate, as well as management activities of science, technology, and innovation programs, or experience in observing and monitoring the scientific and technological system.

12.2. In the evaluation of the criteria referred to in points a) and b) of the preceding section, only activities developed in the last 5 (five) years shall be considered.

12.3. The five-year period referred to in point 12.2. may be extended by the Jury, upon request of the candidate, when justified by suspension of scientific activity due to socially protected reasons, namely, parental leave, severe prolonged illness, and other legally protected unavailability situations.

12.4. In applying the aspects referred to in point 12.1., the following parameters are evaluated, with the respective weighting factors:

12.4.1. In APCC1 - Scientific and technological production and applied research activities or practice-based research (70%), the following parameters are evaluated, with the respective weighting factors:

- Publications of scientific and technological dissemination in the area of Exercise and Health (30%) Quality and quantity of scientific production in the specific area and domain for which the recruitment process is open (books, articles in journals, conference papers, conference presentations), expressed by the number and type of publications and the recognition received from the scientific community (reflected in publication quality and references from other authors), specifically in the area of exercise, aging, and/or elderly frailty.

- Coordination and participation in scientific projects in the area of Exercise and Health (20%) Quality and quantity of scientific projects in which the candidate participated in the specific area and domain for which the recruitment process is open, specifically in the area of exercise, aging, and/or elderly frailty, funded competitively by public funds through national or international agencies or by companies, and the results achieved therein, giving importance to

project coordination and participation in international projects and networks. The evaluation of quality should consider the contribution to the project (coordination or participation), the amount of funding obtained, the level of competition for funding, evaluations received by completed projects, and the prototypes developed, particularly if they have led to products or services.

- Scientific project (20%) The candidate should outline future research in scientific aspects and cooperation with society that they intend to carry out over the next 5 years, contextualizing the state of the art and research strategies they propose to adopt within the Exercise and Health area at the Center for Research in Physical Activity, Health, and Leisure at the Faculty of Sports of the University of Porto.

12.4.2. In APCC2 - University extension activities, scientific dissemination, and economic and social valorization of knowledge (15%), the following parameters are evaluated, with the respective weighting factors:

- Projects with companies and institutions and consultancy services (10%) Coordination and participation in projects with companies and institutions aimed at improving the range of products and services; Coordination and participation in consultancy activities involving the business environment and the public sector; Provision of specialized services, focusing on solving problems that require advanced knowledge, requested by external entities. The evaluation of this criterion should also take into account the economic valorization of research results, measured by the development contracts and technology transfer agreements resulting from them, and spin-off companies created as a result, in the specific area and domain for which the recruitment process is open.

- Dissemination of science and technology (5%) Coordination and participation in initiatives for scientific and technological dissemination among the scientific community (e.g., organizing conferences and congresses) and for various audiences. Publications of scientific and technological dissemination in the specific area and domain for which the recruitment process is open.

12.4.3. In APCC3 - Management and Communication of Science and Technology and Other Tasks (10%), the following parameters are evaluated, with the respective weighting factors:

- Activities in management and communication of science and technology, in the area for which the recruitment process is open: (a) participation in management bodies or performance of relevant functions for the mission of the University of Porto, especially in the research unit where the competition is framed; (b) active contribution to defining and fulfilling scientific

policies, particularly open science policies; (c) collaboration in committees evaluating technical and scientific activities, promoted by national or international entities, particularly in project, scholarship, or award competitions.

12.4.4. In APCC4 - Teaching and advanced training (5%), the following parameters are evaluated, with the respective weighting factors:

-Activity in teaching and advanced training, properly framed within the maximum limits defined by legislation: a) Experience, scope, and quality of teaching activities carried out by the candidate in the specific area and domain for which the recruitment process is open. Whenever possible, the quality of teaching activities carried out by the candidate will be evaluated using results from objective methods based on pedagogical surveys; (b) advanced training (PhD supervision, master's degrees, and training actions) in higher education institutions in the recruitment area indicated.

12.5. The final APCC score is obtained by the following formula: $APCC = 0.7 * APCC1 + 0.15 * APCC2 + 0.10 * APCC3 + 0.05 * APCC4$.

13. Interview Evaluation (ENT):

13.1. Up to a maximum of 3 (three) candidates with the highest scores in the evaluation of the scientific and curricular path will be admitted.

13.2. The interview lasts a maximum of one hour and aims to clarify aspects related to the research conducted by the candidates, as well as other relevant aspects for the candidates' activities.

13.3. The aspects, parameters, and weights for ENT evaluation are as follows: In ENT1 - Aspects related to research conducted by candidates (50%), the following weighting factors are applied:

- Ability to describe the activities undertaken in research activities (25%) evaluates the candidate's capacity for expression and verbal fluency: coherence and clarity in speech, rich vocabulary, ability to understand and interpret questions asked;

- Demonstration of leadership in research activities (25%) evaluates the candidate's behavior in terms of team management skills. In ENT2 - Other aspects relevant to the candidates' activity development (50%), the following weighting factors are applied:

- Motivation to carry out research activities autonomously (25%) evaluates the candidate's ability to develop activities proposed in their scientific project autonomously.

- Motivation to develop activities to seek funding for research projects (25%) evaluates the candidate's capacity, strategies, and networking skills to raise funds for science.

13.4. Candidates may request permission from the Jury President for their interview to be conducted via videoconference, providing reasons for such a request.

13.5. Failure of candidates to attend the interview phase of the selection process is considered withdrawal from the competition, resulting in their exclusion from the recruitment procedure.

13.6. The final ENT score is obtained by the following formula: $ENT = 0.5 * ENT1 + 0.5 * ENT2$.

14. Final Classification:

The final classification (CF) of candidates is expressed on a scale of 0 to 100 points, determined by the following formula: $CF = 0.7 * APCC + 0.3 * ENT$.

15. Evaluation of Selection Methods:

15.1. Each member of the Jury evaluates the scientific and curricular path of the candidates on a scale of 0 to 100 points, with assessment to the hundredth decimal, based on the criteria to be evaluated.

15.2. The evaluation of the second selection method is expressed on a scale of 0 to 100 points, with assessment to the hundredth decimal.

16. Evaluation Methodology:

16.1. After the admission of applications and before starting the voting for their final ranking in the evaluation of the scientific and professional path, each Jury member submits a written document, to be attached to the minutes, with the list of applications ordered in descending order of merit, duly justified, considering the criteria and parameters of the Notice of Competition.

16.2. The Jury deliberates through a reasoned nominal vote according to the adopted and disclosed selection criteria, taken by an absolute majority, with no abstentions allowed.

16.3. The ranking methodology is as follows:

- a) The candidate who obtains an absolute majority in each vote is ranked in the position being voted on and removed from further scrutiny;
- b) Voting follows the successive voting method;
- c) As per the preceding number, the Jury votes initially for the 1st place, then for the 2nd place, and so on, until the final ranking of all candidates admitted to the competition;
- d) If the candidate obtains an absolute majority of votes, they are ranked in the position for which they are voting, and the process begins to select the candidate for the next position, and so on;
- e) If an absolute majority of votes is not achieved in the vote for any of the positions, the Jury repeats the vote for the position in question, but excluding in each of the votes, up to a limit of three, the candidate with the fewest votes, in order to find a candidate who achieves an absolute majority of votes;
- f) In case of a tie for determining the candidate with the least votes, under the terms of the previous paragraph, the Jury repeats the vote up to a limit of three times, only among the candidates tied, with the candidate receiving the least votes being excluded in each round of voting.

16.4. If an absolute majority of votes is not achieved after the votes outlined in the previous section, or if the tie persists, the President's casting vote shall be used for final ranking purposes.

16.5. Minutes shall be taken of the Jury meetings, summarizing the proceedings and including the votes cast by each member along with their respective justifications.

16.6. After applying the selection criteria, the Jury shall compile an ordered list of candidates with their respective rankings.

16.7. The Jury's final decision shall be ratified by the highest-ranking official of the institution responsible for opening the recruitment process, with the final decision on hiring resting with the highest-ranking official of the contracting entity.

17. Formalization of Applications:

17.1. Applications shall be formalized by means of a request addressed to the President of the Jury, in accordance with the template provided in annex.

17.2. The application shall be accompanied by documentary evidence of the conditions stipulated in this Notice, namely:

a) Request as required in section 17.1 above

b) Copy of the doctoral certificate;

c) Copy of proof of recognition of the Doctorate conferred by a foreign higher education institution or by a Portuguese higher education institution (if applicable);

d) Curriculum vitae, containing all relevant information for assessing the application in accordance with the selection and ranking criteria set out in this Notice, and for demonstrating compliance with the requirements stipulated in section 4.2, with the recommendation that it be organized according to the evaluation subfactors outlined in section 12;

e) Copies of works selected by the candidate as most representative of their curriculum vitae, up to a maximum of five. This selection must be accompanied by a brief explanatory description in which the candidate explicitly states their contribution;

i) Scientific project: proposal of activities that the candidate intends to undertake during the first five years as Assistant Researcher, outlining how they will contribute to the progress of the Research Center on Physical Activity, Health and Leisure (CIAFEL) and the Associated Laboratory for Integrative and Translational Research in Population Health (ITR), with an emphasis on developing studies in the field of exercise and aging, particularly regarding frailty associated with aging, including physical, cognitive, and social components, as well as the importance of physical activity as a preventive measure enabling scientific research with an impact on promoting health and well-being throughout the life cycle;

f) Document objectively demonstrating the number of citations to publications listed in the curriculum vitae and explanation of the method used for counting, with sufficient detail for the Jury to reproduce the procedure. The candidate must provide their name identification method for search purposes;

g) Any other elements that the candidate considers relevant.

17.3. Applications must be formalized via the online application submission system, available on the FADEUP website: https://sigarra.up.pt/fadeup/pt/cnt_cand_geral.concursos_list (Ref.^a: 2024/8).

17.4. Applications must be submitted by 13th of august 2024.

17.5. Failure to meet the application submission deadline, failure to submit or late submission of the request referred to in section 16.1, and of the documents referred to in items a) to f) of section 16.2, will result in the exclusion of the application. The decision to exclude shall be notified to the candidates by email, for the purpose of conducting the hearing of interested parties.

17.6. The Jury may, whenever it deems necessary, request candidates to submit additional documents regarding the facts presented in the curriculum vitae, setting a deadline for this purpose, under the following terms: a) the referenced documentation is not intended to present elements not referenced in the curriculum vitae, nor to attach missing documents required in this Notice; b) all competitors are notified that supplementary documentation has been requested.

18. False Statements:

False statements made by candidates shall be punishable under the law.

19. Notifications and Hearing of Interested Parties:

19.1. Candidates shall be notified of the minutes relating to the evaluation phase(s) of the applications sent to them by email, to the address they provide for this purpose, with proof of delivery notification.

19.2. In accordance with the provisions of the Administrative Procedure Code (CPA), candidates shall have 10 working days from notification to make written submissions.

19.3. Notifications shall be made by email, in accordance with articles 112.^o, no. 1, (c) and 113.^o, no. 5, of the CPA.

20. This competition is exclusively for filling the indicated vacancy and may be terminated until the approval of the final ranking list of candidates, ceasing with the respective occupation of the job offer. In the event that no candidate demonstrates possessing the profile required for performing the functions described within the scope of this project, the Jury reserves the right not to award the position.

21. Reserve List:

Based on the final ranking list, a reserve list shall be established that may be used in case the candidate classified in first place withdraws. The highest body of the Faculty reserves the right to call the next candidate and so on until the vacancy is filled. The use of this reserve list may occur up to 18 months from the date of this Notice.

22. Other Provisions:

FADEUP actively promotes a policy of non-discrimination and equal access, whereby no candidate may be privileged, benefited, disadvantaged, or deprived of any right or exempted from any duty based on, in particular, ancestry, age, sex, 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 beliefs, and trade union membership.

23. Approval of the Opening Notice:

The President of the Scientific Council of FADEUP approved this Notice on June 6, 2024.

Porto, June 6, 2024.

The Director of the Faculty of Sport, University of Porto