

**RECTIFICATION OF NOTICE (EXTRACT) 10086/2024/2**  
**RECTIFICATION DECLARATION NO. 471/2024/2**

By order of the Director of the Abel Salazar Institute of Biomedical Sciences of the University of Porto (ICBAS-UP), Professor Doctor Henrique Cyrne Carvalho, dated July 8, 2024, it is made public that, due to having been published inaccurately in the Diário da República, 2nd series, no. 92, of May 13, 2024, Notice (extract) no. 10086/2024/2 is hereby rectified as follows:

Where it reads “it is made public that a call is open for a period of 10 (ten) working days from the business day immediately following the publication of this Notice in the Diário da República”, it should read “it is made public that a call is open for a period of 30 (thirty) working days from the business day immediately following the publication of this Notice in the Diário da República”,

Therefore, **the application period will close on August 5, 2024.**

**INTERNATIONAL CALL FOR APPLICATIONS FOR THE RECRUITMENT OF ONE ASSISTANT RESEARCHER, FOR THE AREA OF MEDICAL AND HEALTH SCIENCES, WITH A PRIVATE LABOR CONTRACT, FOR AN INDETERMINED TIME, SCHOOL OF MEDICINE AND BIOMEDICAL SCIENCES OF THE UNIVERSITY OF PORTO**

By order of the Director of the Abel Salazar Institute of Biomedical Sciences of the University of Porto (ICBAS-UP), Professor Doctor Henrique Cyrne Carvalho, Notice (extract) no. 10086/2024/2 of June 13, rectified by Rectification Declaration no. 471/2024/2 of July 8, it is hereby made public the (re)opening of the current international selection procedure for an additional 20 (twenty) working days, with a view to hiring an Assistant Researcher, under an indefinite individual employment contract, under the Research, Science, and Technology Staff Regulations 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 legislation, namely the Labor Code, approved by Law no. 7/2009, of February 12, in its current wording, to carry out research activities in the scientific area of Medical and Health Sciences at ICBAS-UP.

This hiring is carried out within the scope of the Program Contract signed with the Foundation for Science and Technology, relating to the competitive procedure for institutional support for associated laboratories, which finances the hiring of doctorates.

**1. Scientific area:**

The scientific area of this competition procedure is Medical and Health Sciences.

**2. Applicable legislation:**

The competition and respective hiring are governed by the provisions contained in the Regulation of 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 Regulation, Disciplinary and scientific areas of Medical and Health Sciences of the School of Medicine and Biomedical Sciences of the University of Porto, contained in Order No. 7793/2022, of June 1, published in the Diário da República, 2nd series, no. 121, of June 1,

2022, rectified by the Declaration of Rectification, Declaration of Rectification no. 117, of June 19, 2023, and other applicable legislation, namely the Labor Code, approved by Law no. 7/2009, of February 12, in its current wording, hereinafter referred to as CT and Procedure Code Administrative, approved by Decree-Law no. 4/2015, of January 7, hereinafter referred to as CPA.

### **3. Admission requirements:**

#### **3.1. General admission requirements:**

Candidates for the competition may be national, foreign and stateless candidates who hold a Doctorate<sup>1</sup> degree in the areas of Medical and Health Sciences, Biochemistry, Biology, Life Sciences and other related areas and who have a scientific and professional curriculum in the scientific area of Clinical Research that reveals an appropriate profile for the activity to be carried out.

#### **3.2. Special admission requirements:**

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

- a) Hold a Doctorate degree for at least 5 years in the areas of Medical and Health Sciences, Biochemistry, Biology, Life Sciences and other related areas;
- b) Have published at least twenty (20) scientific articles with content compatible with the area of human health, in journals with an Impact Factor and peer review from the first two quartiles (Q1 and Q2), having as references the Journal Citation Reports (JCR, from Clarivate) or the Scimago Journal & Country Rank (SJR), and in relation to such articles:
  - a. Be the first or last author of at least five (5) articles in the last 5 years.
- c) Have a total number of citations greater than four hundred (400), using Elsevier's SCOPUS database as a reference;
- d) Have been principal investigator of at least one (1) ID&T project approved for competitive funding;
- e) Experience of international collaborative work;
- f) Have supervised at least 1 doctoral thesis in an area compatible with the disciplinary area of the competition, completed by the deadline for receiving applications.

#### **4. Preferred selection requirements:**

- a) Experience in management positions in academic or non-academic institutions;
- b) Proven experience in management and/or research in biobanks;
- c) Relevant scientific experience in the area of neurosciences;
- d) Experience with quantitative and qualitative data analysis tools;
- e) Have research experience in a laboratory outside the national territory for a minimum period of 6 months;
- f) Have experience in teaching or participating in training programs;

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<sup>1</sup> Any doctorate awarded by a foreign higher education institution must be recognized by a Portuguese higher education institution in accordance with article 25 of the 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 number 2 of article 4 of Decree-Law 60/2018, of August 3, and any formalities established therein must be complied with by the date of the hiring act, counting from the deadline for applications.

- g) Active participation in scientific and technological dissemination initiatives among the scientific community and the general public, with presentation of works at national and international congresses;
- h) Proficiency in English and scientific writing.

## **5. Remuneration:**

The basic monthly remuneration is 3.427,59 €, corresponding to the 1st position, level 9 in accordance with the table attached to the Regulation of Research, Science and Technology Personnel of the University of Porto, on an exclusive dedication basis.

## **6. Workplace:**

The workplace is located at the School of Medicine and Biomedical Sciences at the University of Porto (ICBAS-UP).

## **7. Contractual regime:**

- 7.1. The Assistant Researcher will be hired under an indefinite employment contract, with a trial period of five years, in accordance with paragraph 2 of article 48 of the Regulation.
- 7.2. Career research staff perform their duties, as a rule, on an exclusive basis.

## **8. Activities to be developed:**

8.1. In accordance with paragraph 1 of article 8 of the Regulation, the functions of research staff include the following aspects:

- a) Investigation;
- b) Transfer and valorization of knowledge;
- c) Management and communication of science and technology and other tasks;
- d) Teaching and training activities.

8.2. In accordance with paragraph 1 of article 13 of the Regulation, in particular, the Assistant Researcher is responsible for carrying out, on a regular basis, research and development activities as well as other scientific and technical activities falling within the missions of the respective institutions and yet:

- a) Coordinate a large-scale database and biobank covering population and clinical samples of umbilical cord blood, germinal tissue, gametes, brain and serum, plasma and urine samples.
- b) Participate in the design, development and execution of research and development projects, and in related scientific and technical activities;
- c) Guide the work carried out within the scope of the projects under its responsibility;
- d) Collaborate in the development of training actions within the scope of research and development methodology;
- e) Monitor the research work carried out by scholarship holders, research interns and research assistants;
- f) Collaborate in teaching and participate in the institution's training programs;
- g) Guidance of higher education students, namely undergraduate, master's and doctoral students;
- h) Carry out the functions for which they have been elected or appointed in the collegial bodies of the institution to which they belong.

## **9. Selection Panel:**

In accordance with paragraph f), paragraph 1 of article 19, paragraphs 1 and 2 of article 22 of the Regulation, the Competition Jury has the following composition:

President of the Jury: Professor Doctor Henrique Cyrne de Carvalho, Director of the ICBAS - University of Porto Vowels:

1st effective member: Professor Lídia Mariana Rodrigues Pereira Monteiro; General Coordinator of UMIB and Full Professor at the Institute of Biomedical Sciences Abel Salazar – University of Porto;

2nd effective member: Professor Doutor Ricardo Jorge Ferreira Taipa; UMIB researcher and neurologist and neuropathologist at the Centro Hospitalar Universitário de Santo António;

3rd effective member: Professor Doctor Nuno Jorge Carvalho de Sousa; Full Professor at the School of Medicine of the University of Minho.

4th effective member: Professor Doctor Miguel de Sá e Sousa de Castelo Branco; Full Professor at the University of Coimbra.

5th effective member: Professor Alberto Rábano Gutiérrez; Director of the CIEN Foundation Tissue Bank, Madrid.

Substitute member: Professor Patrícia Espinheira de Sá Maciel. Associate Professor at the School of Medicine of the University of Minho.

## **10. Selection methods:**

In accordance with the provisions of articles 26 of the Regulation, the selection methods are:

- a) Assessment of the scientific and curricular path (APCC), with a weighting of 70%;
- b) Interview (ENT) with 30% weighting.

## **11. Assessment of the Scientific and Curricular Path (APCC):**

11.1. The evaluation of the scientific and curricular path takes into account the appropriate profile for the activity to be developed, focusing on the relevance, quality and timeliness of the following criteria:

- a) Scientific and technological production considered most relevant by the candidate for the area of recruitment and applied research activities, or based on practice, considered to have the greatest impact on the area of recruitment.
- b) Knowledge extension and dissemination activities, particularly in the context of promoting scientific practices, considered of greatest relevance by the candidate and management activities of science, technology and innovation programs, or experience in observing and monitoring the system scientific and technological.

11.2. When evaluating the criteria referred to in paragraphs a) and b) of the previous point, the activity carried out in the last 5 (five) years must be taken into account.

11.3. The aspects, parameters and weightings of the APCC are detailed in table 1 presented in Annex 1.

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

## **12. Evaluation of the Interview (ENT):**

12.1. Up to a maximum of 3 (three) candidates with the best classification in the evaluation of their scientific and curricular path will be admitted.

12.2. The aspects, parameters and weightings for evaluating the ENT are detailed in table 2 of Annex 2.

12.3. Candidates can ask the President of the Jury for authorization for their interview to be carried out via videoconference, stating the reasons for this purpose.

12.4. Failure of candidates to attend the interview phase of the selection process is equivalent to withdrawal from the competition, with candidates being excluded from the competitive procedure.

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

### **13. Final Classification (FC):**

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

### **14. Valuation of selection methods:**

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

14.2. The evaluation of the second selection method is expressed on a scale of 0 to 100 points, with valuation up to the hundredths.

### **15. Evaluation methodology:**

15.1. After accepting the applications, and before voting begins for their final order in the evaluation of the scientific and professional career, each member of the Jury presents a written document, to be attached to the minutes, with the list ordered in descending order of merit. , duly substantiated, considering the criteria and parameters of the Competition Notice.

15.2. The Jury deliberates through a nominal vote based on the adopted and published selection criteria, taken by an absolute majority, with abstentions not permitted.

15.3. The ranking methodology is set out in the following paragraphs:

- a) The candidate who obtains an absolute majority in each vote shall be placed in the place to be ranked;
- b) Voting is done according to the successive voting method;
- c) In accordance with the provisions of the previous paragraph, the Jury votes initially for 1st place, then for 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, he or she is placed in the place for which he or she is voting and is removed from the ballot, starting the procedure to choose the candidate who will occupy the next place, and so on;
- e) If an absolute majority of votes is not reached in the voting for any of the places, the Jury proceeds to repeat the vote for the place in question, but excluding in each of the votes carried out, up to a limit of three, the person least voted candidate, in order to find a candidate who reaches the absolute majority of votes;
- f) If there is a tie to determine the candidate with the least votes, under the terms of the previous paragraph, the Jury repeats the vote up to a limit of three, only among the candidates in a situation of tie being excluded in each of the votes least-voted candidate.

15.4. If an absolute majority of votes is not reached after carrying out the votes provided for in the previous paragraph, or if a tie persists, the President's casting vote must be used for the purposes of final ordering.

15.5. Each member of the Jury must respect, in the various votes, the order presented in the document referred to in no. 15.1.

15.6. Minutes are drawn up at the Jury meetings, which contain a summary of what occurred during them, as well as the votes cast by each of the members and their respective reasons.

15.7. The interview lasts a maximum of one hour and aims exclusively to clarify aspects related to the research carried out by the candidates.

15.8. The interview or presentation session, or public demonstration, as the case may be, may also target other aspects relevant to the development of the candidate's activity in accordance with point 7 of this Notice.

15.9. After completing the application of the selection criteria, the Jury proceeds to draw up an ordered list of applications with their respective classification.

15.10. The Jury's final deliberation is approved by the top manager of the institution responsible for opening the competition procedure, and the final decision on hiring is the responsibility of the top manager of the contracting entity.

## **16. Applications:**

16.1. Applications are formalized by means of a request addressed to the President of the Jury, stating the identification of the competition, identification of the candidate by full name, affiliation, number and date of the identity card/Citizen Card or civil identification number (or passport in case of being a foreign citizen), tax identification number, date and place of birth, marital status, profession, email address and telephone number.

16.2. The application is accompanied by documents proving the conditions set out in this Notice, namely:

- a) Copy of the doctoral certificate, except for cases corresponding to obtaining a doctorate degree at the University of Porto;
- b) Copy of proof of recognition of the PhD awarded by a foreign higher education institution, by a Portuguese higher education institution (if applicable);
- c) Curriculum vitae, containing all relevant information for evaluating the application taking into account the selection and ranking criteria contained in this Notice, as well as for demonstrating compliance with the requirements set out in point 3.2, recommending that the same is organized according to the evaluation subfactors detailed in point 11;
- d) Copy of works that have been selected by the candidate as most representative of their curriculum vitae, up to a maximum of five. This selection must be accompanied by a succinct justification description in which the candidate explains their contribution;
- e) Scientific project: proposal of the activities that the candidate intends to develop during the first five years as an Assistant Researcher, explaining how they can contribute to the progress of the Multidisciplinary Unit in Biomedical Research (UMIB) and the associated Laboratory for Integrative Research and Translational in Population Health (ITR), with an emphasis on the development of a biobank that allows scientific research with an impact on the diagnosis or prognosis of patients, aiming to promote the health of the population;

- f) Document that objectively highlights the number of citations to publications indicated in the CV and explanation of the method used for counting, with sufficient detail so that the jury can reproduce the procedure. The candidate must provide a form of name identification for the search;
- g) Any other elements that the candidate considers relevant.

16.3. Applications must be formalized in the *online* application submission system, available on the ICBAS website: [https://sigarra.up.pt/icbas/pt/cnt\\_geral.conc\\_list](https://sigarra.up.pt/icbas/pt/cnt_geral.conc_list) (**REF. 2024/18, N.º 124**).

16.4. Applications must be submitted **by 05 of August 2024**.

16.5. Failure to comply with the deadline for submitting the application set, failure to submit or submit the application after the deadline referred to in point 16.1. and the documents referred to in paragraphs a) to f) of point 16.2. determine the exclusion of the candidacy. The exclusion decision is notified to the candidates, by email, for the purposes of holding a hearing for interested parties.

16.6. The Jury may, whenever it deems necessary, request candidates to submit additional documents relating to the facts referred to in the CV presented, setting a deadline for this purpose, as follows:

- a) the documentation referred to is not intended for the presentation of unreferenced elements in the curriculum vitae, nor in the addition of missing documents required in this Notice;
- b) all competitors are informed that additional documentation has been requested.

#### **17. False statements:**

False statements made by candidates will be punished in accordance with the law.

#### **18. Preliminary hearing and deadline for the final decision:**

18.1. Candidates will be notified of the minutes relating to the application evaluation phase(s) sent to them by email, to the address provided for this purpose, with receipt delivery notification.

18.2. Under the terms of the CPA, after being notified, candidates have 10 working days to respond in writing.

18.3. Notifications are made by email, in accordance with articles 112, no. 1, subparagraph c) and 113, no. 5, of the CPA.

**19.** This competition is intended, exclusively, to fill the indicated vacancy, and may be terminated until the approval of the final ordering list of candidates and expiring with the respective occupation of the job on offer. In the event that no candidate demonstrates that they have the required profile to perform the functions described above within the scope of this project, the Jury reserves the right not to award the place in the competition.

#### **20. Selection Reserve list:**

Based on the final ranking list, a reserve list will be created that can be used in case of withdrawal of the candidate ranked first. The highest body of the Faculty reserves the right to call the next candidate and so on until the vacancy is filled. This reserve list may be used for up to 18 months from the date of this Notice.

#### **21. Other provisions:**

ICBAS actively promotes a policy of non-discrimination and equal access, meaning that no application may be privileged, benefited, harmed or deprived of any right or exempt from any duty due to, 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 union membership.

**22. Approval of Notice:**

The Director of the ICBAS approved this Notice on April 26, 2024.

Porto, July 08, 2024.

Professor Doctor Henrique Cyrne Carvalho



## Anexo I

**Table 1. Aspects, parameters and considerations of the evaluation of the scientific and curricular path**

Strand	Weighting	Parameters	Weighting
<b>APCC1 - Scientific and technological production and research activities applied, or practice-based</b>	70%	Scientific and technological dissemination publications in the area of Medical and Health Sciences	30%
		Coordination and participation in scientific projects in the area of Medical and Health Sciences	20%
		Scientific project	20%
<b>APCC2 - University extension activities, scientific dissemination and economic and social valorization of knowledge</b>	30%	Projects with companies and institutions and consultancy services	10%
		Dissemination of science and technology	5%
<b>APCC3 - Management and Communication of Science and Technology and Other Tasks</b>		Science and technology management and communication activities, in the area for which the recruitment process is open	10%
<b>APCC4 - Teaching and training</b>		Teaching and training	5%

In the APCC1 aspect - Scientific and technological production and applied or practice-based research activities (70%) the following parameters are evaluated, to which the indicated weighting factors are assigned:

– **Scientific and technological dissemination publications in the area of Medical and Health Sciences (30%)**

Quality and quantity of scientific production in the specific area and domain for which the recruitment process is open (books, articles in magazines, articles in conference proceedings, communications at conferences), expressed by the number and type of publications and the recognition they receive provided by the scientific community (translated into the quality of the publication sites and the references made to them by other authors).

– **Coordination and participation in scientific projects in the area of Medical and Health Sciences (20%)**

Quality and quantity of scientific projects in which you participated in the specific area and domain for which the recruitment process is open, financed on a competitive basis by public funds, through national or international agencies or by companies, and the results obtained in them, giving relevance to project

coordination, and participation in international projects and networks. When assessing quality, consideration must be given to the contribution to the project (coordination or participation), the amount of financing obtained, the level of demand of the financing competition, the evaluations of the projects carried out and the prototypes implemented, in particular if followed in products or services.

– **Scientific project (20%)** The candidate must frame the future research, in the scientific and cooperation with society aspects, that he intends to carry out in the next 5 years, contextualizing the state of the art and the research strategies that he proposes to adopt within the scope in the area of Medical and Health Sciences within the scope of the Abel Salazar Institute of Biomedical Sciences at the University of Porto.

In the APCC2 aspect - University extension activities, scientific dissemination and economic and social valorization of knowledge (15%) the following parameters are evaluated, to which the indicated weighting factors are assigned:

– **Projects with companies and institutions and consultancy services (10%)** Coordination and participation in projects with companies and institutions that aim to improve the set of products and services; Coordination and participation in consultancy activities involving the business environment and the public sector; Provision of specialized services, the scope of which is the resolution of problems that require advanced knowledge, requested by external entities.

The assessment of this criterion must also take into account the economic value of the research results achieved, measured by the development and technology transfer contracts to which they gave rise and the spin-off companies to whose creation they contributed, the specific area and domain for which the recruitment process is opened.

– **Dissemination of science and technology (5%)** Coordination and participation in scientific and technological dissemination initiatives within the scientific community (for example, organization of congresses and conferences) and for different audiences. Scientific and technological publications in the specific area and domain for which the recruitment process is open.

**In the APCC3 aspect - Management and Communication of Science and Technology and Other Tasks (10%)** the following parameters are evaluated, to which the indicated weighting factors are assigned:

– **Science and technology management and communication activities**, in the area for which the recruitment process is open: (a) participation in management bodies or performance of functions relevant to the mission of the University of Porto, especially the research unit where it is located frame the competition; (b) actively contributing to the definition and fulfillment of scientific policies, particularly open science; (c) collaboration in evaluation committees for technical and scientific activities, promoted by national or international entities, particularly within the scope of competitions for projects, grants or prizes.

**In the APCC4 - Teaching and training (5%)** aspect, the following parameters are evaluated, to which the indicated weighting factors are assigned:

– Teaching and advanced training activity, duly within the maximum limits defined by legislation: a) Experience, scope and quality of the teaching activity carried out by the candidate in the specific area and

domain for which the recruitment process is open. 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 collection (pedagogical surveys); (b) advanced training (doctoral supervision, master's degrees and training actions) in higher education institutions in the indicated recruitment area.

## Annex II

**Table 2. Aspects, parameters and weightings of the interview evaluation**

Strand	Weighting	Parameters	Weighting
<b>ENT1 - Aspects related to the research carried out by candidates</b>	50%	Ability to describe the activities undertaken in research activities	25%
		Demonstration of leadership of research activities	25%
<b>ENT2 - Other aspects relevant to the development of the candidate's activity</b>	50%	Motivation for developing research activities autonomously	25%
		Motivation to develop activities to seek funding for research projects	25%

**In the ENT1 aspect - Aspects related to the research carried out by the candidates (50%),** to which the indicated weighting factors are assigned:

- Ability to describe the activities undertaken in research activities (25%) assesses the ability to express and verbal fluency: discursive coherence and clarity, vocabulary richness, ability to understand and interpret the questions asked.
- Demonstration of leadership of research activities (25%) evaluates the candidate's behavior in terms of team management skills.

**In the ENT2 aspect - Other aspects relevant to the development of the candidate's activity (50%),** to which the indicated weighting factors are assigned:

- Motivation to develop research activities autonomously (25%) assesses the candidate's ability to carry out the activities proposed in their scientific project autonomously.
- Motivation to develop activities to seek funding for research projects (25%) assesses the candidate's ability, strategies and networking to raise funding for science.