

**INTERNATIONAL SELECTION COMPETITION FOR THE HIRING OF 1 PhD RESEARCHER  
FOR THE R&D UNIT CINTESIS- Base funding (UIDB/04255/2020) FINANCED BY FCT AT  
ICBAS-UP (FIXED-TERM CONTRACT)**

By order of the Dean of the School of Medicine and Biomedical Sciences of the University of Porto (ICBAS-UP), dated March 23, 2022 it was decided to open an international selection competition to hire **1 PhD Researcher** to develop scientific activities for the R&D unit CINTESIS- Base funding (UIDB/04255/2020), funded by Portuguese funds through FCT - Fundação para a Ciência e a Tecnologia, by means of an individual fixed-term employment contract, under the Portuguese Labour Code.

1. The scientific area is Health and/or Social Sciences.

2. Applicable Legislation:

Decree-Law n.º 57/2016, of August 29, amended by Law No. 57/2017 of July 19 (Legal Regime of Scientific Employment - RJEC); Regulatory Decree n.º. 11-A/2017, of December 29; Regulation No. 487/2020 of May 22 (Regulation for Research, Science and Technology Staff of the University of Porto) and Portuguese Labour Code, approved by Law n.º. 7/2009, of February 12, in its current wording.

3. Pursuant to article 16 of the RJEC, this competition is exempted from the authorization of the members of the Government responsible for the areas of Finance and Public Administration, namely that referred to in paragraph 3 of article 7 of the General Public Service Labour Law (LTFP), obtaining the prior favourable opinion of the members of the Government responsible for the areas of Finance and Public Administration referred to in paragraph 5 of article 30 of the LTFP and the procedure for the recruitment of workers in requalification situations, referred to in article 265 of the LTFP.

4. Admission requirement:

4.1. General admission requirements:

This competition is open to national candidates, foreigners and stateless persons holding a doctoral degree in Clinical and Health Services Research, Psychology or Gerontology and Geriatrics, and with a scientific and professional curriculum that shows an appropriate profile for the activity to be developed.

*If the candidate holds a doctoral degree awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, in accordance with the provisions of article 25 of Decree-Law no. 66/2018 of 16 August, which approves the legal regime for the recognition of academic degrees and higher education diplomas awarded by foreign higher education institutions and Article 4 (2) (e) of Decree-Law no. 60/2018 of 3 August, and any formalities established therein be fulfilled up to the date of the contracting act.*

4.2. Special admission requirements are as follows:

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

- a) Having obtained a PhD degree less than 5 years ago and having little post-doctoral experience;

- b) Having research experience in all phases of project development, namely: design/planning; preparation and submission of applications; data collection, namely through the use of questionnaires, interviews and focus groups; quantitative and qualitative data analysis; and dissemination of results (preparation of reports and scientific papers, scientific communications, policy documents/recommendations, articles in the media);
- c) Authorship of scientific journal article(s) and book chapter(s) indexed in SCImago Journal Rank and/or Journal Citation Reports;
- d) Spoken and written fluency in Portuguese and English.

5. Preferential requirements are as follows:

- a) Research experience in the field of population ageing;
- b) Research experience in Information and Communication Technologies (ICT) applied to health and ageing and, preferably, in planning and conducting usability studies with elderly people;
- c) Availability to start working from May2022 (to be mentioned in the motivation letter).

6. The monthly remuneration to be paid is €2.153,94, corresponding to level 33 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31 and level 5, position 1 from “Regulamento n.º 487/2020”.

7. The workplace is located at Department of Behavioural Sciences, ICBAS-UP.

8. The doctoral candidate will be hired under an indefinite-term employment contract by legal imperative, 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, and will remain only for the period necessary for the execution of the tasks defined in the project and identified in the following number.

9. This contract is intended for the exercise of the following functions:

It is the responsibility of the person to be hired to contribute to the pursuit of the objectives of the CINTESIS research line TL1 - Preventive Medicine and Societal Challenges. Specifically, the person to be hired is expected to contribute to achieve the objectives of the AgeingC research group (Ageing Cluster; RG-4255-400442), and support the research team in the following tasks:

- a) Design of studies in the thematic areas of population ageing, and information and communication technologies (ICT) applied to ageing;
- b) Collection, management, and analysis of quantitative and qualitative research data;
- c) Reporting of research results through scientific papers, contributing to the scientific production indicators of the Research Unit;
- d) Communication of research results in scientific events;
- e) Communication of research results in articles and communications in the media, in order to meet the objectives of dissemination of science to the general public established for the Research Unit;
- f) Development of society-focused research activities, including activities aimed at raising awareness

and educating the general public, or linking research and policy making, on the topics studied in the TL1 research line;

- g) Support to the processes of identifying programs and funding opportunities for research and innovation activities, as well as the submission of applications to international and national funding programs, in collaboration with the science and technology managers of the Research Unit;
- h) Supporting the establishment or consolidation of partnerships with public and private entities with a view to creating conditions to increase the usefulness, impact and sustainability of the Research Unit's research projects;
- i) Supporting the management of research projects.

10. In accordance with Articles 22, no. 3 and 4 of the Regulations and 13 of the RJEC, the selection panel is composed as follows:

President:

Prof. Maria Constança Paúl, Full Professor at ICBAS-UP;

Members:

Prof. Paula Pinto Freitas, Assistant Professor at ICBAS-UP;

Doctor António José de Almeida Soares, Executive manager at CINTESIS;

Substitute member:

Prof. Laetitia da Costa Teixeira, Invited Assistant Professor at ICBAS-UP;

11. Pursuant to Articles 26 of the Regulations and Article 5 of the RJEC, selection methods are as follows:

- a) Evaluation of the candidate's scientific and professional career (APCC) (90%)
- b) Interview (ENT) (10%), if the selection panel considers necessary.

12. Evaluation of the candidates' scientific and professional career (APCC) (90%)

12.1 The evaluation of the candidates' scientific and professional career, taking into consideration the profile required to fulfil the demands of the position corresponding to the category for which the present call for applications is open, focuses on the following aspects:

- a) scientific achievements of the candidate in the area or subareas of the call;
- b) knowledge transfer;
- c) management and communication of science and technology.

12.2 In assessing the aspects referred to in sub-paragraphs a) and b) of the preceding point, the relevance of the activity carried out in the last five (5) years shall be taken into consideration.

12.3 The five-year period referred to in point 12.2 may be extended by the Selection Panel, at the candidate's request, when justified on the basis of the suspension of scientific activity for socially protected reasons, such as for reasons of parental leave, serious prolonged illness, and other situations of unavailability for work that are legally protected.

12.4 In applying the aspects referred to in point 12.1, the following parameters shall be assessed and given the weighting factors indicated as follows:

**A1) Criteria for evaluation of Scientific Achievements (APCC) (90%):**

- A1.1.) Research experience in all phases of project development, namely: design/planning; preparation and submission of applications; data collection; quantitative and qualitative data analysis; and dissemination of results, demonstrated by the participation in European/international and/or national research applications and projects in the area of the competition or related areas (20%);
- A1.2.) Participation in European/international and/or national research projects in the area of populations ageing (20%);
- A1.3.) Participation in European/international and/or national research projects in the field of Information and Communication Technologies (ICT) applied to health and/or to themes related to population ageing (20%);
- A1.4.) Scientific production relevant to the position, namely authorship of books, book chapters and scientific papers in refereed journals, indexed in SCImago Journal Rank and/or Journal Citation Reports (30%);
- A1.5.) Availability, knowledge of the English language (spoken and written), among other requirements considered relevant in the context of the position applied for (10%).

**A2) Knowledge Transfer (5%)**

- A2.1.) Participation in cooperation and liaison activities with the business community, public sector and/or third sector, including research, consultancy, mentoring and training (80%);
- A2.2.) Patents/industrial property registrations in the scientific area of the competition, considering the economic value of the research results achieved (10%);
- A2.3.) Other extension and knowledge dissemination activities, namely in the context of promotion of culture, technology, and scientific practices (10%).

**A3) Criteria for evaluation of Science and Technology Management and Communication (5%)**

- A3.1.) Participation in scientific, technological and innovation management activities (50%);
- A3.2.) Organization of scientific and technological dissemination initiatives for the scientific community (e.g., organization of congresses and conferences) and for the public (e.g., articles and interviews in the media) (50%).

12.5 The final classification of the (APCC) is obtained by the following formula:  $APCC = (0,90 \times A1) + (0,05 \times A2) + (0,05 \times A3)$ .

**13. Evaluation of the Interview (ENT) (10%):**

If there is an interview, conducted at least partially in English, the five applications with the highest classification in the evaluation of the scientific and curricular achievements will be admitted to this phase, in which the panel will evaluate aspects related to the research carried out by the candidates.

14. The Final Classification (CF) of the candidates' Scientific and Professional Achievements (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 obtained in APCC.

15. Evaluation of the selection methods:

15.1 Each member of the selection panel will evaluate the scientific and professional achievements of the candidates on a scale of 0 to 100 points, valued to the hundredths, the classification being obtained through the weighting defined in the criteria under evaluation.

15.2 The evaluation of the second selection method is expressed on a scale from 0 to 100 points, with a value to the hundredths.

16. Evaluation Methodology:

16.1. After the admission of the candidates, and before the voting begins for the final ranking of the candidates in the evaluation of their scientific and professional achievements, each member of the selection panel presents a written document, to be annexed to the proceedings, with a list of the candidates in descending order of merit, duly justified, considering the criteria and parameters of the Call for Applications.

16.2. The selection panel deliberates by means of a reasoned nominal vote in accordance with the selection criteria adopted and published, from which abstentions are not permitted.

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

16.4. Each member of the jury shall respect, in the various votes, the order he or she presented in the document referred to in point 16.1.

16.6. The interview has a maximum duration of one hour and is exclusively aimed at clarifying aspects related to the research carried out by the candidates.

16.7. Minutes shall be taken of the jury meetings, containing a summary of what took place therein, as well as the votes cast by each of the members and respective reasoning.

16.8. After concluding the application of the selection criteria, the jury will draw up the ordered list of the candidates approved with the respective classification.

16.9. The jury's final deliberation is homologated by the head of the institution responsible for opening the call for applications. The final decision on hiring is the responsibility of the head of the contracting institution.

17. Submission of applications:

17.1 Applications shall be formalised by means of a request addressed to the President of the Jury, containing the identification of this notice, full name, number and date of the identity card or citizen card, or civil identification number, tax identification number, date of birth, residence and contact address, including e-mail and telephone contact.

17.2. The application must be accompanied by documents supporting the conditions set out in points 4 and 5 of this notice, namely:

- a) Copy of the academic qualification certificate(s) or other document that proves the conclusion of the PhD in the areas of the competition;
- b) A cover letter in English explaining the motivation for the position and containing a reference to having immediate availability to begin the role;
- c) A detailed Curriculum Vitae in Portuguese or English;

- d) A copy of the three publications considered most relevant by the candidate;
- e) Other documents that the candidate considers relevant for the assessment of his/her merit (optional).

17.3. The candidates must submit their application and supporting documents in digital format, in PDF format, to the following link [https://sigarra.up.pt/icbas/pt/CNT\\_CAND\\_GERAL.CONCURSOS\\_LIST](https://sigarra.up.pt/icbas/pt/CNT_CAND_GERAL.CONCURSOS_LIST)

17.4. Applications must be submitted by 11:59 pm local time until May 3, 2022.

17.5. Non-compliance with the deadline for submission of the application, failure to submit or late submission of the application mentioned in 17.1 and of the documents mentioned in 17.2 (a) to (d) will lead to exclusion of the application. Applicants will be notified of the exclusion decision by e-mail for the purposes of the hearing of interested parties.

17.6. The Selection Panel may, whenever it considers necessary, ask the candidates to provide complementary documents to verify the facts mentioned in the curriculum vitae submitted, setting a deadline for that purpose.

18. False statements provided by the candidates shall be punished by law.

19. The minutes regarding the evaluation phases will be sent via email with a delivery notification.

20. Preliminary Hearing and Final Decision Deadline:

Pursuant to article 121 of the Administrative Procedure Code, after notified, all candidates have 10 working days to respond. The panel's final decisions will be announced within a maximum period of 90 days, counted from the deadline for submitting applications.

21. This call for applications is exclusively intended to fill the position announced and can be terminated at any time until approval of the final candidate list, expiring with the respective occupation of the said position. In the case that none of the candidates is considered to have the profile required for the performance of the position described above within the scope of this project, the jury reserves the right to not award the position announced in this call.

22. 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, by convenience and opportunity, based on the selection reserve list that can be used up to 12 months from the date of this public notice, with a "selection reserve list" being created for this purpose, which corresponds to the final classification list.

23. The School of Medicine and Biomedical Sciences of the University of Porto actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, harmed or deprived of any right or exempt from any duty on account of age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and trade union membership.

24. The Faculty Scientific Board approved this notice on February 23, 2022.

School of Medicine and Biomedical Sciences of the University of Porto, March 23, 2022

The Dean of the School of Medicine and Biomedical Sciences of the University of Porto, Professor Henrique Cyrne Cavalho