



NOTICE FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR THE HIRING OF DOCTORATE UNDER THE LEGAL REGIME OF SCIENTIFIC EMPLOYMENT

CTTI-33/21-Lab2PT(1)

Doctor Rui Manuel Costa Vieira de Castro, Professor and Rector of Universidade do Minho, in the use of his own competence, in accordance with the terms of subsection d) of section 1 of article 92 of Law no. 62/2007, from September 10th and subsection d) of section 1 of article 37 of the Statutes of Universidade do Minho, approved by Normative Order no. 13/2017, published in *Diário da República*, 2nd series, no. 183, of September 21st, makes it known that, for a period of 20 (twenty) working days, counting from the business day immediately after the date on which this notice is published, an international selection tender is open for recruitment, in the form of an uncertain term contract celebrated under the Labour Code, of 1(one) doctoral researcher position of equivalent to the category of Principal Researcher under private law, for the exercise of scientific research activities in the scientific area of Arts, subarea of Design within the scope of the Programmatic Funding of the Research Center Lab2PT – Landscapes, Heritage and Territory Laboratory, ref. UIDP/04509/2020, financed by *Fundação para a Ciência e a Tecnologia* – FCT I.P, with a view to the development of research and development activities in the aforementioned R&D unit, research group DeTech - Design and Technology.

1. **Applicable Legislation:** This tender, open by Decree of 11/03/2021, by the Rector of Universidade do Minho, is governed by the provisions of Decree Law No. 57/2016, of August 29th, amended by Law No. 57/2017 of July 19th, which approved a hiring regime of doctorates aimed at stimulating the scientific and technological employment in all areas of knowledge, by the Regulation of Scientific Employment (RSE), by the *Regulamento da Carreira, Recrutamento, Contratação e Avaliação do Desempenho do Pessoal Investigador em Regime de Direito Privado da UMinho* (RPI-UM), published in *Diário da República*, 2nd series, no. 209, October 27th, amended by law no. 881/2020, published in the *Diário da República*, 2nd series, of December 15th, by the provisions of the Labour Code, approved Law no. 7/2009, of February 12th, in its current version, and other applicable laws and regulations.
2. **Place of Work:** The place of work is located in the Research Center Lab2PT (Landscapes, Heritage and Territory Laboratory) facilities at the University of Minho, Campus of Gualtar, in Braga and Campus of Azurém, in Guimarães.
3. **Monthly salary:** The salary to be attributed is 3.611,83 euros, corresponding to the remuneration level 27 included in the annex 1 of the RPI-UM.
4. **Eligibility Criteria:** Any national, foreign and stateless candidates who hold a doctoral degree in the field of knowledge / specialty that shows an appropriate profile for the activities to be developed.

Opponents of this tender with qualifications obtained abroad must prove the recognition, equivalence or registration of the doctoral degree, under the terms of the applicable legislation. This formality must be completed by the signing date of the contract.

- 4.1. General admission requirements are those defined in point 4. For the purpose of determining the appropriate profile for the activity to be developed, the following are special requirements:
 - a) doctorate degree completed more than 5 (five) years ago;
 - b) proven experience in the scientific subarea of this international selection tender of at least 3 (three) years;
 - c) CV with relevant scientific activity in the scientific subarea of Design, namely with regard to the development of project methodologies that value the integration of new technologies for the development of more sustainable practices and processes, crossing thought, project, technology and science; Experience in laboratory practice and applied research in the scientific subarea of Design; Good communication skills (oral and written) in English; Participation and coordination of research projects within the scientific subarea to which the contest refers; Ability to propose and implement scientific projects, as well as to participate and create networks of scientific work; Ability to work in transdisciplinary teams.
5. **Formalization of the applications:** Applications are formalized through a request addressed to the Rector of Universidade do Minho, under the terms defined in the attached template.

- 5.1. The application must include the following documents:
 - a) copy of certificate or diploma degree;
 - b) detailed *curriculum vitae* structured in accordance with point 9;
 - c) proof of professional experience (if applicable);
 - d) motivation letter containing the leadership vision of the action for the description of the work to be carried out (maximum 3 A4 pages);
 - e) 2 (two) letters of recommendation;
 - f) copy of the 5 (five) most relevant publications;
 - g) portfolio documenting the candidate's scientific, technological or cultural production through the presentation of works and other elements produced throughout his academic and professional career;
 - h) summary of the research project (maximum 6 A4 pages), paying particular attention to the theme and scientific scope of the proposal within the specific scope of DeTech, alongside the respective framework and commitment to the mission of Lab2PT, namely with its matrix transdisciplinary, including the domains of thought, project and technology;
 - i) other relevant documents for the evaluation of qualification in the related scientific subarea;
 - j) any other documents that the applicant considers relevant, namely for the assessment of the information referred to in section 2 of article 5 of the RSE.
- 5.2. Candidates must submit the request and supporting documents, using digital tools, in PDF format, mandatorily, by electronic means, to the address info@lab2pt.uminho.pt, until the deadline for submission of applications established in this notice, indicating in subject "Ref. CTTI-33/21-Lab2PT(1)".
- 5.3. Failure to comply with the deadline for submitting the application, such as failure to submit or late submission of the application referred to in point 5 and the documents referred to in points a) to c) of point 5.1, determines the exclusion of the application. The exclusion decision is notified to the candidates, by email, for the purpose of holding the hearing of interested parties.
- 5.4. The jury may, whenever it finds necessary, request candidates to provide documents complementary to the facts referred to in the submitted curriculum, determining a deadline for this purpose.
- 5.5. False statements provided by the candidates will be punished by law.
6. **Members of the Jury:** The selection jury has the following composition, according to article no. 13 of the RSE and article no. 35 of the do RPI-UM:

President of the jury (by delegation): Doctor Paulo Jorge Sousa Cruz, Full Professor of the Architecture, Art and Design School of the University of Minho;

Effective Member: Doctor Fernando Moreira da Silva, Full Professor of the Lisbon School Architecture of the University of Lisbon;

Effective Member: Doctor Vasco Afonso da Silva Branco, Full Professor of Art and Communication Department of the University of Aveiro;

Substitute member: Doctor Emílio Manuel Távora Vilar, Full Professor of Faculty of Fine Arts of the University of Lisbon;

Substitute member: Doctor Carlos Alberto Miranda Duarte, Full Professor of Faculty of Design, Technology and Communication of the European University.
7. **Rules of operation of the Jury:** The jury shall deliberate by means of a nominal vote in accordance with the adopted and published selection criteria, and abstentions will not be allowed.
 - 7.1. The jury meetings will be documented in written minutes, containing a summary of what has taken place, as well as the votes cast by each of the members and the respective grounds, being provided to the candidates whenever requested.
8. **Approval on absolute merit:**
 - 8.1. The jury must decide on the absolute merit of the candidates, based on the merit of the global curriculum of the candidates in the scientific subarea for which the tender is open and also considering the cumulative fulfilment of the following requirements:
 - a) The candidate must have a curriculum whose merit the jury members consider to have a scientific level, research capacity and developed activity, compatible with the disciplinary subarea and category for which the tender is open;
 - b) Proven R&D experience in the subarea of design and technology with impact in laboratorial environment;

- c) Leadership capacity and international dimension of its activity.
- 8.2. The decision of exclusion on absolute merit is notified to the candidates, by email, for the purpose of holding the hearing of interested parties.
 - 8.3. Once the deadline for the exercise of the right of hearing the interested parties has expired, the jury analyses the allegations presented and, if it keeps the exclusion decision, notifies the excluded candidates by email with delivery receipt, subsequently beginning the application of the selection methods to the admitted candidates.
9. **Method(s) and evaluation criteria:** The selection method consists of a Scientific and Curricular Path Assessment (SCPA), weighing 90% an Interview (I), weighing 10%.

All candidates, approved on absolute merit, are subjected to the evaluation of the scientific and curricular path to be carried out according to the criteria and weights defined in point 9.3. and 9.4. However, only the 4 candidates approved and best positioned in the ranking resulting from the evaluation of the scientific and curricular path will be admitted to the Interview.

- 9.1. The evaluation of the Scientific and Curricular Path Assessment (SCPA) focuses on the relevance, quality and timeliness:
 - a) of the scientific, technological, cultural or artistic production of the last five years 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 by the candidate for the area of recruitment, with a minimum weight of 80%;
 - b) of the activities of extension and dissemination of knowledge, namely in the context of the promotion of the cultural and scientific practices considered most relevant by the candidate, and activities for the management of science, technology and innovation programs, or experience in observation and monitoring of the scientific and technological system, with a maximum weight of 20%
- 9.2. The five-year period mentioned in the preceding paragraph may be increased by the jury, if requested by the candidate, and when justified on grounds of suspension of scientific activity for socially protected reasons such as parental leave, prolonged serious illness, and other situations of unavailability for work that are legally protected.
- 9.3. In the Evaluation of the Scientific and Curricular Path Assessment (SCPA): The following parameters and evaluation criteria are considered with the respective weightings/weights:

AQ – Academic Qualifications, weighting 10%: evaluates the candidate's training area: PhD in the field of knowledge / specialty considered appropriate to the scientific subarea of the competition, AQ - 100 points; PhD in related areas, AQ up to 80 points;

STP – Scientific and Technological Production, weighting 25%: corresponds to the evaluation of the scientific production of the last five years obtained by the formula $0,60GE + 0,40SE$.

GE (global evaluation) including: Evaluation of the quality, coherence and innovation of publications: in the competition subarea, GE- up to 100 points; with scientific production in related areas, GE - up to 60 points; with scientific production in other areas, GE - 0 points.

SE (selective evaluation) corresponds to the qualitative evaluation of the 5 publications selected by the candidate, SE - up to 100 points; Registered and submitted patents, namely to be inventor or co-inventor of patents and utility models, registrations of ownership of intellectual property rights. The evaluation of this criterion must also take into account the possible economic valuation resulting from patents and intellectual property rights.

RA – Research, Extension and Management Activities, weighting 20%: Research, Extension and Management Activities, with a weighting of 25% - corresponds to the evaluation of research, extension and management activities carried out in the last 5 (five) years. This parameter includes: (i) the orientation / coordination of master's, doctoral and post-doctoral studies; (ii) Coordination and participation in scientific projects: Quality and quantity of scientific projects in which it participated, in the subarea for which the tender is open, financed on a competitive basis by public funds, through national or international agencies, or financed by companies. In assessing quality, account should be taken of the financing obtained, the degree of requirement for the tenders, the evaluations to which the projects carried out were subjected (if this information is available), including the projects in progress, and the prototypes completed, particularly if had a sequence in products or services; (iii) Coordination and participation in scientific management and knowledge

dissemination activities, including the organization of exhibitions, conferences, symposia and scientific cooperation activities. Activities in the area of preference, RA - up to 100 points; activities in related areas, RA - up to 60 points; activities in other areas, RA - 0 points.

L – Motivation Letter and Recommendation Letters, weighting 10%: describing and attesting the relevance of the scientific path for the tender and its adequacy to the strategic objectives of Lab2PT, up to 100 points;

RP – Research Project, weighting 20%: Research project evaluated by presenting a summary of a project to be developed in the scientific subarea of the tender (maximum of 6 A4 pages), up to 100 points;

PF - Portfolio, weighting 15%: Portfolio demonstrating the candidate's abilities through the presentation of works and other elements produced throughout his academic and professional path, up to 100 points.

The final classification of the SCPA is obtained by the following formula:

$$\text{SCPA} = 0,10\text{AQ} + 0,25\text{STP} + 0,20\text{RA} + 0,10\text{L} + 0,20\text{RP} + 0,15\text{PF}$$

- 9.4. The Interview (INT), with the duration of 15 minutes, will be evaluated on a numerical scale from 0 to 100 points.
- 9.5. Candidates with a score lower than 60 points in one of the parameters will be excluded, and the following method will not be applied to them, as well as the candidates who have not attended, have given up on them or, although approved, have not been included in the tranches used.
- 9.6. The valuation of the evaluation parameters is expressed on the numerical scale from 0 to 100 points.
- 9.7. The classification of each candidate is obtained by the average of the classifications of each one of the members of the jury. In case of a draw, the President of the jury will call the final decision.
10. **Order of candidates:** The order of the candidates must be based on the evaluation made according to the evaluation criteria described in this notice.
 - 10.1. After completion of the application of the evaluation criteria, the jury will draw up an orderly list of successful candidates with their respective classification.
 - 10.2. The final classification of the candidates is expressed in the numerical scale of 0 to 100 points; the classification being obtained through a weighted average.
11. **Participation of interested parties and decision:** The final ordering is notified to the candidates, by email with receipt of delivery of the notification, allowing them to pronounce for the purpose of preliminary hearing of the interested parties, pursuant to article 121 and following of the Code of Administrative Procedure, applying, with the necessary adaptations, the provisions of article 31 of the Regulation.
 - 11.1. After the hearing of the interested parties, the jury analyses the allegations presented and approves the final ordering list of the successful candidates. Within 90 days, from the deadline for submission of the applications, the final decisions of the jury are given.
 - 11.2. The period referred to in the previous number may be extended whenever the high number of candidates and or the special complexity of the competition justifies it.
 - 11.3. The final decision of the jury is approved by the Rector of Universidade do Minho, who also decides on the hiring.
12. **Publication of results:** The list of admitted and excluded candidates, as well as the final ranking list of the successful candidates, are published on Universidade do Minho's website, and the candidates are notified by email with receipt of delivery of the notification.
13. The present tender is exclusively directed to fill the indicated vacancies and may be terminated up to the homologation of the final ranking list of candidates, expiring with the respective occupation of the jobs on offer.
14. The present announcement was approved by the jury of the tender at its meeting on 09/04/2021, according to the approved minutes.

15. **Non-discrimination and equal access policy:** Universidade do Minho actively promotes a policy of non-discrimination and equal access, so that no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty due, namely, to ancestry, 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, territory of origin, language, religion, political or ideological convictions and trade union membership.
- 15.1. Pursuant to section h) of article 9 of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in accessing employment and professional advancement, scrupulously any form of discrimination.

The Rector, Professor Rui Vieira de Castro

ANNEX

REQUEST

To the Rector of Universidade do Minho

Name (...), birthdate (...), VAT no. (...), identification card no. (...), address (...), Postal code (...), Mobile Phone no. (...), email address (...), holder of a degree in (...), hereby requests that you kindly accept my application for the international competition for recruitment in the form of an uncertain term contract under the Labour Code and Decree-Law No. 57/2016 of August 29th, as amended by Law no. 57/2017, of July 19th and the “*Regulamento da Carreira, Recrutamento, Contratação e Avaliação do Desempenho do Pessoal Investigador em Regime de Direito Privado da UMinho*” published in Diário da República, 2nd Series, no. 209, of 27 October, of __ doctoral positions in the scientific subarea of _____, according to a notice published in the Diário da República no. __, 2nd series, of __/__/__, with Ref. _____.

I also declare that I agree to receive by email the communications and notifications resulting from the present selection tender procedure.

Find attached the following documents: xxx

(Place and date)

(Signature)