

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

CTTI-20/21-CCT(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 10<sup>th</sup> 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*, 2<sup>nd</sup> series, no. 183, of September 21<sup>st</sup>, makes it known that, for a period of 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 Assistant Researcher under private law, for the exercise of scientific research in the scientific area of Geology, within the scope of the launched under the Programme Contract concluded with FCT on 4 September 2018 with reference No. CEECINST/00156/2018 and its Addendum of 23 January 2020, within the framework of the Competitive Institutional Support Procedure with a view to scientific research activities in the scientific area of Geology, specifically on Environmental Geology.

1. **Applicable Legislation:** This tender, open by Decree of 07/03/2021, by the Rector of Universidade do Minho, is governed by the provisions of Decree Law No. 57/2016, of August 29<sup>th</sup>, amended by Law No. 57/2017 of July 19<sup>th</sup>, which approved a hiring regime of doctorates aimed at stimulating 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*, 2<sup>nd</sup> series, no. 209, October 27<sup>th</sup>, amended by law no. 881/2020, published in the *Diário da República*, 2<sup>nd</sup> series, of December 15<sup>th</sup>, by the provisions of the Labour Code, approved Law no. 7/2009, of February 12<sup>th</sup>, in its current version, and other applicable laws and regulations.
2. **Place of Work:** The work placement is located in Institute of Earth Sciences of the University of Minho, Campus de Gualtar, in Braga.
3. **Monthly salary:** The salary to be attributed is 3.201,39€, corresponding to the remuneration level 23 included in the annex 1 of the RPI-UM.
4. **Eligibility Criteria:** Any national, foreign and stateless candidates who hold a doctoral degree in 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) proven experience in the scientific area of this international selection tender of at least 5 years;
  - b) other requirements that the jury considers relevant within this international selection tender.
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;
    - e) copy of the 4 most relevant publications;
    - f) 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 [concursos@reitoria.uminho.pt](mailto:concursos@reitoria.uminho.pt), until the deadline for submission of applications established in this notice, indicating in subject “CTTI-20/21-CCT(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: José Bernardo Rodrigues Brilha, Full Professor, Earth Sciences Department, School of Science of the University of Minho.
- Effective Member: Diamantino Manuel Ínsua Pereira, Associate Professor with Habilitation, Earth Sciences Department, School of Science of the University of Minho.
- Effective Member: Teresa Maria Fernandes Valente, Associate Professor with Habilitation, Earth Sciences Department, School of Science of the University of Minho.
- Substitute member: Maria Isabel Santos Rosa Caetano Alves, Associate Professor, Earth Sciences Department, School of Science of the University of Minho.
- Substitute member: Rita Maria Ferreira da Fonseca, Associate Professor, Geosciences Department of the University of Évora.
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 area for which the tender is open and also considering the fulfilment, cumulatively, of the following requirements:
- Experience as a team member in at least one research project in the area of Environmental Geology, funded or submitted in competitive call;
  - Authorship of at least four publications in the area of Environmental Geology in the last 5 years in journals indexed in Scopus, Web of Science or Scimago databases.
- 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) with a weight of 90% and an Interview (I), with a weight of 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:
- 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 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 weight of 10%

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:

STP – Scientific Production: corresponds to the evaluation of the scientific production of the last five years obtained by the formula  $0.5PQ + 0.5PV$  where PQ corresponds to the quantitative evaluation of publications in Web of Science, SCOPUS or Scimago journals, related with Environmental Geology PQ = up to 100 points; publications in related areas, PQ = up to 60 points; publications in other areas, PQ = up to 0 points. PV corresponds to the qualitative evaluation of up to 4 articles to be provided by the candidate, PV = up to 100 points.

REMA – Research, Extension and Management Activities: corresponds to the evaluation of the research, extension and management activities developed in the last five years, which fall under (i) participation in research project teams, funded in competitive calls (ii) participation in dissemination activities, including the organization of conferences, symposia and scientific cooperation activities. Activities related to the area of Environmental Geology, REMA = up to 100 points; activities in related areas, REMA = up to 60 points; activities in other areas, REMA = 0 points.

ML – Motivation Letter: Describing the relevance of the scientific profile to the position, demonstrated capacity to develop autonomous research, and personal career goals: ML = up to 100 points.

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

$$\mathbf{SCPA = 0.8 \times STP + 0.1 \times REMA + 0.1 \times ML.}$$

9.4. The Interview (INT), with the duration of up to 15 minutes, will be classified on a numerical scale from 0 to 100 points, applying the following parameters and criteria evaluation:

MC – Motivation of the candidate: refers the capacity and interest for the development of research under the Institute of Earth Sciences: MC = up to 100 points.

GA – Global assessment: corresponds to several aspects related with the research results obtained by the candidate, attitude and critical sense, GA = up to 100 points.

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

$$\mathbf{INT = 0.5 \times MC + 0. \times GA}$$

9.5. Candidates with an absolute merit score lower than 50 points in one of the methods, the following method, if any, not being applied to them, as well as 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 Chairman of the jury will make a final decision to untie the applicants.

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 when 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 designated 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 meetings on 11/03/2021 and 19/03/2021, according to the approved minutes of the said meetings.
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 29<sup>th</sup>, as amended by Law no. 57/2017, of July 19<sup>th</sup> 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, 2<sup>nd</sup> Series, no. 209, of 27 October, of \_\_\_ doctoral positions in the scientific area of \_\_\_\_\_, according to a notice published in the Diário da República no. \_\_\_, 2<sup>nd</sup> 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)