

**INTERNATIONAL CALL FOR RECRUITING OF THREE PHD HOLDERS ACCORDING TO
ARTICLE 23 OF DECREE-LAW No. 57/2016, OF 29th AUGUST, AMENDED BY LAW No.
57/2017, OF 19th JULY, UNDER THE PUBLIC LAW REGIME**

According to the joint provisions of no. 1 of Article 2 and line g) of Article 3 of Decree-Law No 57/2016 of 29th August, amended by Law no. 57/2017 of 19th July, and Article 16 of RJEC, the Board of Directors of the Fundação para a Ciência e a Tecnologia (FCT) approved in 13th November 2023 the opening of recruiting procedures for contracting PhD holders.

This international call aims at filling three positions to develop Science and Technology management and communication activities in the scientific area of Social Sciences and Humanities, under a fixed term contract of employment in public functions for a three years period, aiming at:

- Collaborating in the implementation of FCT's science funding instruments;
- Following scientific and technological evaluation processes, in particular in the context of calls for applications;
- Promoting international cooperation with other funding agencies, with an emphasis on the European Area (ERA);
- Participate in the management and development of joint programming initiatives, such as European Partnerships, as well as supporting the coordination of thematic/geographical networks in the area of science, technology and research;
- Collaborating in the analysis and studies in the areas of: scientific peer review within funding agencies, ex-post evaluation of financing instruments, strategic analysis of the scientific and technological system;
- Contributing to the internationalization of the scientific and technological system;
- Organizing dissemination actions to the scientific community and other stakeholders;
- Contributing to the promotion of science in society, in the framework of open science.

Applicable legislation

Decree-Law no. 57/2016, of 29th August, amended by Law no. 57/2017, of 19th July, approving a regime for contracting PhD holders to stimulate scientific and technological employment in all areas of knowledge (RJEC).

Regulatory Decree No. 11-A / 2017, of 29th December.

General Labor Law in Public Functions (LTFP), approved in annex to Law no. 35/2014 of 20th June, in its current form.

Pursuant to article 16 of Decree-Law no. 57/2016, of 29th August, this international call procedure, as it exclusively covers revenues arising from projects financed by European funds, is exempt 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 LTFP; obtaining a favourable prior opinion from 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 recruitment procedure for workers undergoing professional appreciation, referred to in Law no. 25/2017, of 30th May.

Jury

In accordance with Article 13 of the RJEC the composition of jury is as follows:

President:

Madalena Alves, President of FCT.

Effective vowels:

Francisco Santos, Vice-President of FCT;

Maria Paula Diogo, Vowel of FCT.

Workplace

The activities will be developed at the Fundação para a Ciência e a Tecnologia, located at Av. D. Carlos I, 126, 1249-074 Lisbon, Portugal and Av. do Brasil, 101, 1700-066 Lisbon, Portugal.

Remuneration

The monthly remuneration to be attributed is stipulated in paragraph a) of no. 1 of Article 15 of the RJEC and Article 2 of Regulatory Decree no. 11-A / 2017, of 29th December, corresponding to level 33 of the *Tabela Remuneratória Única*.

Who can apply

Applicants may be Portuguese citizens, foreigners and stateless candidates who are holders of doctoral degrees in the scientific area of Social Sciences and Humanities and have a scientific and professional curriculum that shows a profile appropriate to the activities to be developed. If the doctoral degree has

been conferred by a foreign higher education institution, it must be recognized for, under Decree-Law no. 66/2018, of 16th August, amended by Decree-Law no. 86/2023, of 10th October.

General requirements for admission to this call are those defined in article 17 of the LTFP, and special requirements are as defined in the previous paragraph and the scientific and professional curriculum of the candidates must show the following profile:

- Experience in management and communication activities in science and technology
- Experience in research activities after the conclusion of the PhD
- Relevant experience in multidisciplinary and international environment, namely in the management of European projects;
- Knowledge of the scientific and technological system, its organization and actors;
- Knowledge of the initiatives and instruments of the European Research Area;
- Knowledge of the Programmes within the international relations of the European Union and other geographical regions;
- Excellent fluency in spoken and written English
- Knowledge about the process of applications and funding awarding in competitive tenders and calls;
- Initiative, communication to the public and interpersonal skills;
- Sense of responsibility and competences to integrate, collaborate and work in team environment;
- High autonomy and excellent planning and organization skills to meet deadlines;
- Ability to develop tasks autonomously and proactively.

Evaluation criteria and methodology

According to article 5 of the RJEC, the selection of the doctorates to be contracted is carried out through the evaluation of the scientific and curricular path of the candidates, focusing on the relevance, quality and timeliness of:

(a) the scientific, technological, cultural or artistic production of the last five years considered to be more relevant by the applicant;

b) the applied or practice-based research activities developed over the last five years and considered as having the greatest impact by the candidate;

c) the activities of extension and dissemination of knowledge developed during the last five years, in particular in the context of promoting the culture and scientific practices considered to be of greater relevance by the candidate;

d) the activities of management of science, technology and innovation programs or the experience in accompanying and monitoring the scientific and technological system or higher education, in Portugal or abroad.

Evaluation criteria are as follows:

C1. Suitability for the position of the scientific, technological, cultural or artistic production of the last five years.

C2. Suitability for the position of the applied or practice-based research activities developed over the last five years.

C3. Suitability for the position of the activities of extension and dissemination of knowledge developed in the last five years. The ability to communicate to different audiences is particularly valued.

C4. Suitability for the position of the experience in management of science, technology and innovation programs or in accompanying and monitoring of the scientific and technological system or higher education in Portugal or abroad. In particular, sense of responsibility, autonomy and planning and organizational capacity, knowledge of the national and international scientific and technological systems, coordination or participation in national and international committees and working groups, and work experience in the context of a science and technology funding institution.

The final classification (CF) will be determined by weighing the different criteria according to the following formula: $CF = 0,2 \times C1 + 0,2 \times C2 + 0,2 \times C3 + 0,4 \times C4$

Scoring scale: in the evaluation of the scientific and curricular path, each member of the selection jury values, on a scale of 1 to 5, each evaluation criteria, for each admitted candidate, considering the functions to be developed.

The jury deliberates by means of a nominal vote based on the selection criteria adopted and published in this notice and abstentions are not allowed. Meetings of the jury, including those for the final decision, may be held by videoconference.

Minutes of the jury meetings should contain a brief description of the discussion, as well as the votes cast by each of the members and their reasons and will be available to the candidates upon request.

After applying the selection criteria, the jury prepares the ordered list of successful candidates with their classification.

The final deliberation of the jury is approved by the FCT Board of Directors.

How to apply

Applications should be addressed to the President of FCT identifying the reference of the notice published in the 2nd series of the *Diário da República* (Notice (extract) no. 434/2024, of 10 January), and should include full name, nationality, civil identification number, tax identification number, address and contacts, including email address and telephone number.

The application is accompanied by the following documents:

- a) Copy of a doctoral certificate or university degree;
- b) Document proving recognition or equivalence, in the case of an academic degree awarded by a foreign higher education institution;
- c) Curriculum vitae;
- d) Justification of the adequacy to the position of the curricular aspects related to the scientific, technological, cultural or artistic production that the candidate considers most relevant (maximum 2 pages);
- e) Justification of the adequacy to the position of the curricular aspects related to the applied or practice-based research activities, which the candidate considers most relevant (maximum 2 pages);
- f) Justification of the adequacy of the curricular aspects related to their extension and knowledge dissemination activities that the candidate considers most relevant. In this document, the ability to communicate to different audiences should be highlighted (maximum 2 pages);
- g) Justification of the adequacy to the position of the curricular aspects related to the activities in management of science, technology and innovation programs, or of the experience in accompanying and monitoring the scientific and technological system or higher education, which the candidate considers most relevant. Candidates should highlight the experience that demonstrates sense of responsibility, autonomy and planning and organizational skills, knowledge of the Portuguese and international scientific and technological systems, experience of coordinating or participating in national and international committees and working groups and work experience in the context of a science and technology funding institution (maximum 4 pages);
- h) Other documents considered by the candidate as relevant for evaluation purposes.

Applicants should submit their applications and supporting documents, in digital format, as a single PDF (a single document) format, to the e-mail address dgrh@fct.pt no later than 6:00 pm on the last day of the application deadline, which is set at 10 working days after the publication of the present notice in *Diário da República*.

Candidates who formalize their application incorrectly or that do not meet the requirements of this call will be excluded. The jury has the power to require any candidate to present documents proving their statements.

False statements made by the candidates will be punished according to the law.

Communication of results

The list of admitted and excluded candidates, as well as the final classification list, will be posted on the premises located at Av. D. Carlos I, 126, 1249-074 Lisbon, Portugal and advertised on the FCT website, and the candidates will be notified by e-mail with delivery receipt.

Previous hearing and deadline for final decision

According to article 121 of the Code of Administrative Procedure, the candidates have 10 working days after notification to comment on the decision. The final decisions of the jury will be given within 90 days from the deadline for submission of applications.

The present call is exclusively aimed at filling the indicated positions and may be cancelled before the final ordered list of candidates is approved and ceases with the occupation of the respective positions.

Non-discrimination and equal access policy

The FCT actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, beneficiated, impaired or deprived of any right or exemption / in particular 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 beliefs and trade union membership.

Under no. 2 of Article 3 of decree-law no. 29/2001, of 3 February, a quota of one position, is reserved to be filled by disabled candidates. In the application, candidates must declare under oath their degree of disability, the type of disability and the communication/expression means to be used in the selection process, under the terms of the mentioned diploma.