

NOTICE OF THE OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE RECRUITMENT OF AN ASSISTANT RESEARCHER IN THE AREA OF CLINICAL RESEARCH, WITH A PRIVATE LAW EMPLOYMENT CONTRACT, FOR AN INDETERMINATE PERIOD OF TIME, FACULTY OF MEDICINE OF THE UNIVERSITY OF PORTO

By order of the member of the Executive Board of the Faculty of Medicine of the University of Porto (FMUP – abbreviation in Portuguese), Professor Maria Guilhermina da Silva Rêgo, of January 09th, 2024, it is hereby announced that this international selection procedure is open for a period of 30 (thirty) working days from the working day immediately following the publication of this notice in the *Diário da República*, with a view to hiring an Assistant Researcher, under an individual employment contract for an indeterminate period of time, in accordance with the Regulations for Research, Science and Technology Staff of the University of Porto, Regulation no. 487/2020, published in the *Diário da República*. no. 487/2020, published in *Diário da República*, 2nd series, no. 100, of May 22th, and other applicable legislation, namely the Labor Code, approved by Law no. 7/2009, of February 12th, in its current wording, for the performance of research activities in the scientific areas of Health Sciences and Technologies - Clinical Research at FMUP.

1. Scientific area:

The scientific area of this notice is Health Sciences and Technologies - Clinical Research.

2. Applicable legislation:

The notice and respective hiring are governed by the provisions of the Regulations for Research, Science and Technology Staff of the University of Porto, Regulation no. 487/2020, published in *Diário da República*, 2nd series, no. 100, of 22 May, hereinafter referred to as the Regulations, Disciplinary and scientific areas of the health sciences and technologies group of the Faculty of Medicine of the University of Porto, contained in Order no. 7793/2022, of 1st June, published in *Diário da República*, 2nd series, no. 121, of 1st June 2022, rectified by the Declaration of Rectification, Declaration of Rectification no. 450/2023, published in *Diário da República*, 2nd series, no. 121, of 1st of June of 2022, 2nd series, no. 121, de 1st of June of 2022, rectified by the Declaration of Rectification, Declaration of Rectification no. 450/2023, published in the *Diário da República*, 2nd series, no. 117, of 19th of June of 2023, and by other applicable legislation, namely the Labour Code, approved by Law n.º 7/2009, of 12 of February, in its current wording, hereinafter referred to as CT (abbreviation in Portuguese) and the Code of Administrative Procedure, approved by Decree-Law no. 4/2015, of 7 of January, hereinafter referred to as CPA (abbreviation in Portuguese).

3. Admission requirements:

3.1. General admission requirements:

This competition is open to national candidates, foreigners and stateless persons holding a doctorate¹ in the scientific field of Health Technologies and Sciences and with a scientific and professional curriculum that shows an appropriate profile for the activity to develop.

¹ If the PhD was awarded by a foreign higher education institution, it must be recognised by a Portuguese higher education institution, under the terms of article 25 of Decree-Law no. 66/2018, of 16th August, which approves the legal regime for the recognition of academic degrees and higher education

3.2. Special admission requirements:

The following specific requirements are used to determine whether the applicant meets the requirements for the position:

- a) Specialized training in the field of Heart Failure;
- b) Specialized training in the field of Therapeutic Adherence;
- c) Proven experience in scientific research in the field of Heart Failure, as well as in technological solutions applied to telemedicine and telemonitoring of Heart Failure patients, namely regarding usability assessment, adherence to technology and patient experience;
- d) Proven experience in the management of scientific research projects in the field of Heart Failure, namely national and international prospective multicenter studies and clinical trials;
- e) Proven experience in psychological evaluation with people diagnosed with Heart Failure;
- f) Proven experience in health data analysis and modelling and in scientific writing.

4. Preferential requirements:

- a) Proven experience in the management of scientific research projects in the field of cerebrovascular and cardiovascular diseases, namely national and international prospective multicenter studies and clinical trials;
- b) Publications in scientific journals with peer review in the field of Heart Failure, valuing sources with scientific indexing (Pubmed, Scopus, Web of Science);
- c) Experience with quantitative and qualitative data analysis tools, namely SPSS and Nvivo;
- d) Mastery of the English language and scientific writing.

5. Remuneration:

The monthly remuneration is € 3.427,59, corresponding to the 1st remunerator position, level 9 in accordance with the table annexed to the Regulation, on an exclusive dedication basis.

6. Work location:

The place of work is located at the Faculty of Medicine of the University of Porto (FMUP).

7. Type of contract:

7.1. The Assistant Researcher will be hired under an indeterminate labor contract, with a trial period of five years, under the terms of Article 48(2) of the Regulation.

7.2. Career research personnel will, as a rule, perform their duties on an exclusive dedication basis.

8. Activities to be developed:

8.1. According to Article 8(1) of the Regulation, the duties of research staff comprise the following areas:

diplomas awarded by foreign higher education institutions and paragraph e) of no. 4 of Decree-Law no. 60/2018, of 3rd August. Article 4(2)(e) of Decree-Law no. 60/2018 of 3rd August, and any formalities set out therein must be fulfilled by the date of the act of hiring, counted as of the closing date of the application submission period.

- a) Research;
- b) Knowledge transfer and promotion;
- c) Management and communication of science and technology and other tasks;
- d) Teaching and training activities.

8.2. According to Article 13(1) of the Regulation, in particular, assistant researchers are responsible for the regular execution of research and development activities, as well as other scientific and technical activities within the scope of the missions of their respective institutions:

- a) Participate in the design, development and implementation of research and development projects, as well as in associated scientific and technical activities;
- a) Supervise the work carried out within the scope of the projects under his/her responsibility;
- b) Collaborate in the development of training activities within the scope of research and development methodologies;
- c) Monitor the research work carried out by scholarship holders, research interns and research assistants;
- d) Collaborate in teaching activities and participate in the institution's training programs;
- e) Supervision of higher education students, namely undergraduate, master's and doctoral students;
- f) Carry out institutional functions for which they have been elected or appointed in the collegial bodies of the institution to which they belong.

9. Members of the Jury:

In accordance with Article 19(1)(f) and Article 22(1) and (2) of the Regulations, the Jury for the competition is made up as follows:

President:

Professor Doctor José Carlos Silva Cardoso, Full Professor at FMUP.

Members:

1st effective member: Professor Doctor Lino Manuel Martins Gonçalves, Full Professor at University of Coimbra;

2nd effective member: Professor Doctor Fausto José da Conceição Alexandre Pinto, Full Professor at FMUP;

3rd effective member: Professor Doctor Ana Maria Gomes de Almeida, Associate Professor with Aggregation at Faculty of Medicine of University of Lisboa;

4th effective member: Professor Doctor João de Almeida Lopes da Fonseca, Full Professor at FMUP;

1st substitute member: Professor Doctor Francisco José Miranda Rodrigues da Cruz, Full Professor at FMUP.

10. Selection methods:

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

- a) Evaluation of the candidates' scientific and professional career (APCC – abbreviation in Portuguese), with a weighting of 70%;
- b) Interview (ENT – abbreviation in Portuguese), with a weighting of 30%.

11. Evaluation of the candidates' scientific and professional career (APCC):

11.1. The assessment of the scientific and curricular background takes into account the profile appropriate to the activity to be carried out, and focuses 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 or practice-based research activities considered to have the greatest impact in the area of recruitment.
- b) Outreach and knowledge dissemination activities, namely in the context of the promotion of scientific practices, considered most relevant by the candidate and activities in the management of science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological system.

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

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

11.4. The final mark for the APCC is obtained using 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 will be admitted, with the best classification in the assessment of their scientific and curricular background.

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

12.3. Candidates may ask the Chair of the Jury to authorize their interview to be conducted by videoconference, stating the reasons for this.

12.4. Failure by applicants to attend the interview stage of the selection process is equivalent to withdrawing from the competition, and the applicants will be excluded from the competition procedure.

12.5. The final classification of the ENT is obtained by the following formula: $ENT = 0,5*ENT1 + 0,5*ENT2$.

13. Final Classification:

13.1. The final classification (CF – abbreviation in Portuguese) 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. Evaluation of the selection methods:

14.1. Each member of the selection panel will evaluate the scientific and professional background 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 to be evaluated.

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

15. Metodologia da avaliação:

15.1. Once the applications have been admitted, and before voting begins on their final ranking in the assessment of their scientific and professional career, each member of the Jury will submit a written document, to be attached to the minutes, with the list of applications in descending order of merit, duly substantiated, taking into account the criteria and parameters

of this Notice.

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

15.3. The ordering methodology is as follows:

- a) The candidate who obtains an absolute majority in each voting round shall be placed in the position to be ordered;
- b) Voting shall be done according to the successive voting method;
- c) According to the provisions in the previous number, the Selection Jury votes first for the 1st place, then for the 2nd place, and so on, until the final ranking of all the candidates admitted to the call is obtained;
- d) If a candidate obtains the absolute majority of the votes, they shall be ranked in the position for which voting is taking place, they will be removed from the vote, and the procedure to choose the candidate that shall occupy the next position shall be initiated, and so on, successively;
- e) If the absolute majority of votes is not achieved in the voting for any of the positions, the Selection Jury will repeat the voting for the position in question, but excluding in each of the votes held, up to a limit of three, the candidate with the least votes, in order to find a candidate who achieves the absolute majority of the votes;
- f) In case there is a tie for determining the candidate with the least votes, under the terms of the previous item, the Selection Jury will repeat the voting, up to the limit of three, only among the candidates in the tie situation, excluding in each voting the candidate with the least votes.

15.4. If an absolute majority of votes is not reached after the voting referred to in the previous point, or if the tie subsists, the President's casting vote shall be used for final sorting.

15.5. Each member of the Selection Jury shall respect, in the various votes, the order he or she presented in the document referred to in point 15.1.

15.6. The minutes of the Jury's meetings are drawn up and contain a summary of what took place, as well as the votes cast by each member and the reasons for them.

15.7. 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.

15.8. The interview or presentation session, or public demonstration, as the case may be, may also focus on other aspects relevant to the development of the applicant's activity under the terms of point 7 of this Notice.

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

15.10. 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.

16. Submission of applications:

16.1. Applications are formalized by means of a request addressed to the President of the Jury, which includes the identification of the competition, identification of the applicant by full name, filiation, number and date of identity card/Citizen Card or civil identification number (or passport if a foreign national), tax identification number, date and place of birth, marital status, profession, email address and telephone contact.

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

- a) Copy of the PhD certificate, except for cases corresponding to obtaining the doctoral 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 the assessment of the application taking into account the selection and ranking criteria set out in this Notice, as well as for demonstrating compliance with the requirements set out in point 3.2, and it is recommended that it be organized according to the assessment sub-factors set out in point 11;
- d) A copy of the works selected by the applicant as being most representative of their curriculum vitae, up to a maximum of five. This selection must be accompanied by a brief justification in which the candidate explains their contribution;
- e) Scientific project: a proposal of the activities that the candidate intends to carry out during the first five years of his/her activity as an Assistant Researcher, explaining how he/she will be able to contribute to the progress and development of the scientific area for which the competition is open, in terms of science and cooperation with society;
- f) The document must objectively show the number of citations to the publications indicated in the curriculum vitae and explain the method used to count them, in sufficient detail for the jury to be able to reproduce the procedure. The candidate must provide a form of name identification for the search;
- g) Any other elements that the applicant considers relevant.

16.3. The applications must be formalized using the online application submission system available on the FMUP website: https://sigarra.up.pt/fmup/pt/CNT_CAND_GERAL.CONCURSOS_LIST (REF. 2024/13, no. 177).

16.4. Applications must be submitted **by March 7th, 2024.**

16.5. Failure to comply with the application submission deadline, failure to submit or late submission of the application referred to in point 16.1. and the documents referred to in points a) to f) of point 16.2. will result in the exclusion of the application. The exclusion decision will be notified to the applicants by email, so that they can be heard.

16.6. The Jury may, whenever it deems it necessary, ask applicants to submit additional documents relating to the facts mentioned in the curriculum vitae submitted, setting a deadline for this purpose, under the following terms: a) the documentation referred to is not intended for the presentation of elements not mentioned in the curriculum vitae, nor for the addition of missing documents required by this Notice; b) all applicants are informed that additional documentation has been requested.

17. False statements:

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

18. Notification and audience of interested parties:

18.1 The applicants will be notified of the minutes of the application assessment phase(s) sent to them by email, to the address they have provided for this purpose, with a receipt of delivery.

18.2 Under the terms of the CPA, once notified, applicants have 10 working days to express their opinion in writing.

18.3 The notifications are made by e-mail, under the terms of articles 112(1)(c) and 113(5) of the CPA.

19. 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 Selection Jury reserves the right to not award the position announced in this call.

20. Booking list:

On the basis of the final ranking list, a reserve list will be drawn up that can be used if the first-placed candidate withdraws. The Faculty's governing body 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.

22. Other provisions:

The FMUP 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.

23. Approval of Notice:

The President of Scientific Council of FMUP approved this notice on October 18th, 2023.

Porto, January 25th, 2024.

The Member of the Executive Board of FMUP,
Professor Doctor Guilhermina Maria da Silva Rego.

Annex I

Table 1. Components, parameters and weights for assessing the scientific and professional career

Components	Weights	Parameters	Weights
APCC1 - Scientific and technological production and research activities applied or practice-based	70%	Scientific and technological publications in the field of heart failure	30%
		Coordination and participation in scientific projects in the field of heart failure	20%
		Scientific project	30%
APCC2 - University extension activities, scientific dissemination and the economic and social valorization of knowledge	30%	Projects with companies and institutions and consultancy services	10%
Dissemination of science and technology		5%	
APCC3 - Management and Communication of Science and Technology and Other Tasks		Science and technology management and communication activities, in the field for which the recruitment procedure is open	10%
APCC4 - Teaching and training		Teaching and training	5%

APCC1 - Scientific and technological production and applied or practice-based research activities (70%):– **Scientific and technological publications in the field of heart failure (30%):**

Quality and quantity of scientific production in the area and specific field for which the recruitment process is open (books, articles in journals, papers in conference proceedings, communications at conferences), expressed by the number and type of publications and the recognition given to them by the scientific community (reflected in the quality of the publication venues and the references made to them by other authors).

– **Coordination and participation in scientific projects in the field of heart failure (20%):**

Quality and quantity of scientific projects in which you have participated in the specific area and field for which the recruitment procedure is open, financed on a competitive basis by public funds, through national or international agencies or by companies, and the results obtained in them, with emphasis on project coordination and participation in international projects and networks. When assessing quality, account should be taken of the contribution to the project (coordination or participation), the amount of funding obtained, how demanding the funding competition was, the evaluations of the projects carried out and the prototypes realised, particularly if they resulted in products or services.

– **Scientific project (30%):**

The candidate should outline the future research, both scientific and in terms of cooperation with society, that they intend to carry out over the next 5 years, contextualising the state of the art and the research strategies that

they propose to adopt in the area of Clinical Research, particularly in Heart Failure within the Faculty of Medicine of the University of Porto.

APCC2 - University extension activities, scientific dissemination and the economic and social valorization of knowledge (15%):

– **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; Specialised 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, as measured by the development and technology transfer contracts to which they have given rise and the spin-off companies to whose creation they have contributed, the specific area and field for which the recruitment process is open.

– **Dissemination of science and technology (5%):**

Coordination of and participation in scientific and technological dissemination initiatives for the scientific community (e.g. organization of congresses and conferences) and for various audiences. Scientific and technological dissemination publications in the specific area and field for which the recruitment procedure is open.

APCC3 - Management and Communication of Science and Technology and Other Tasks (10%): (a) participation in management bodies or performance of duties relevant to the mission of the University of Porto, especially the research unit in which the competition is based; (b) active contribution to the definition and fulfilment of scientific policies, particularly open science; (c) collaboration in evaluation committees for activities of a technical and scientific nature, promoted by national or international entities, namely within the scope of calls for projects, scholarships or prizes.

APCC4 - Teaching and training (5%):

- Teaching activity and advanced training, duly framed 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 field for which the recruitment process is open. Whenever possible, the quality of the teaching activity carried out by the candidate will be assessed using the results of objective methods based on opinion surveys (pedagogical surveys); (b) advanced training (doctoral programmes, master's degrees and training courses) in higher education institutions in the area of recruitment indicated.

Annex II

Table 1. Components, parameters and weights for evaluation of the interview

Components	Weights	Parameters	Weights
ENT1 - Aspects related to the research carried out by the candidates	50%	Ability to describe the activities undertaken in research activities	25%
		Demonstrated leadership of research activities	25%
ENT2 - Other aspects relevant to the development of the candidate's	50%	Motivation to carry out research activities independently	25%
		Motivation to develop activities to seek funding for research projects	25%

ENT1 - Aspects related to the research carried out by the candidates (50%):

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

ENT2 - Other aspects relevant to the development of the candidate's (50%):

- **Motivation to carry out research activities independently (25%):** evaluates the candidate's ability to carry out the activities proposed in their scientific project with autonomy.
- **Motivation to develop activities to seek funding for research projects (25%):** evaluates the applicant's ability, strategies and networking to raise funding for science.