

ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR THE HIRING OF 1 DOCTORATE UNDER THE LEGAL REGIME OF SCIENTIFIC EMPLOYMENT

Ref. CTTI-154-19-CALG(1)

1. Doctor Rui Manuel Costa Vieira de Castro, Professor and Rector of Universidade do Minho, in the use of own competence, in accordance with the provisions of subsection d) of section 1 of article 92 of Law no. 62/2007, from 10 September and subsection d) of section 1 of article 37 of the Statutes of the University of Minho, approved by Normative Order no. 13/2017, published in the *Diário da República*, 2nd series, no. 183, of 21 of September, makes it known that, for a period of fifteen business days from the business day immediately after the date on which this announcement is publicized, an international selection tender is open for recruitment in the form of an uncertain term contract concluded under the Labour Code, of 1 doctoral position(s) for the exercise of scientific research activities in the scientific area of Acoustics, Informatics, Electronics Engineering or Computer Science or related, Ref. PTDC/PSI-GER/31943/2017, co-financed by the European Regional Development Fund (ERDF), through the Operational Programme for Competitiveness and Internationalization (COMPETE 2020), under Portugal 2020, and by the *Fundação para a Ciência e a Tecnologia – FCT* I.P. (National Agency for Science and Technology) through national funds.

The collaborator to be hired will develop scientific and technological research related to Acoustics and Psychoacoustics, aiming the redesign of auditory alarm signals in medical equipment. The activities involve contacts, visits, and collections in the hospital environment, collaboration in laboratory tests with users and support to the development of an acoustic prototyping platform. They also include:

- Publication of original contributions in academic journals and conferences;
- The orientation of masters and doctoral students and research fellows;
- Public dissemination of the project and its results.

2. **Applicable Legislation:** This tender shall be governed by the Decree No. 57/2016, of 29th of August, amended by Law No. 57/2017 of 19 July, which approved a regime of hiring of doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), by Labour Code, approved Law no. 7/2009, of February 12, under its current version and other applicable laws and regulations.

3. **Place of Work:** The work placement is located in Centre for computer Graphics in Campus of Azurém, Guimarães, Portugal.

4. **Monthly salary:** The remuneration to be attributed corresponds to the remuneration level 33 of the TRU, of 2.128,34 Euros, according with the Regulatory Decree No.11-A/2017, of December 29.

5. **Eligibility Criteria:** Any national, foreign and stateless candidate(s) who hold a doctoral degree in Acoustics, Informatics, Electronics Engineering or Computer Science, or other related scientific area and holders of a scientific and professional *curriculum* whose profile is suitable with the indicated can submit their application

5.1. General admission requirements are those defined in point 5. For the purpose of determining the profile appropriate to the activity to be developed, the following requirements are:

- a) No minimum or maximum graduation conclusion limit;
- b) Proven experience in the scientific area of the contest;
- c) Other requirements considered by the jury as relevant within this international selection tender.

6. **Formalization of the applications:** The applications are formalized through an application addressed to the Rector of the University of Minho, under the terms defined in the attached template.

6.1. The application shall be accompanied by documents proving the conditions laid down in points 5 and 10:

- a) Copy of certificate or degree diploma;
- b) Detailed *curriculum vitae* structured according to the items in point 10;
- c) Proof of professional experience (if applicable);
- d) Motivation Letter;
- e) Letters of Recommendation (optional);
- f) Copy of the most relevant publications;
- g) Other relevant documents for the evaluation of the qualification in related scientific area;
- h) 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 RJEC.

- 6.2. The candidates submit the application and supporting documents, in PDF format, obligatorily, by electronic means, to the address secretaria@algoritmi.uminho.pt, by the deadline for submission of applications defined in this notice, indicating in "Subject" the Ref. CTTI-154-19-CALG(1).
 - 6.3. If the candidate intends to apply for more than one profile, he/she must present independent applications for each profile in the competition, under penalty of exclusion.
 - 6.4. False statements provided by the candidates shall be punished by law.
7. **Members of the Jury:** The selection jury, approved at the meeting of the Scientific Council of 13/11/2019, has the following composition, according to article 13 of the RJEC:
- a) Chairman: José Manuel Ferreira Machado, Associate Professor at the Department of Informatics Engineering and Director of the Centre ALGORITMI of the School of Engineering of the University of Minho.
 - b) Effective Member: Maria Madalena Teixeira Araújo, Full Professor of the Department of Production and Systems of the School of Engineering of the University of Minho;
 - c) Effective Member: Pedro Miguel Ferreira Martins Arezes, Full Professor of the Department of Production and Systems of the School of Engineering of the University of Minho;
 - d) Substitute Member: Adriana da Conceição Soares Sampaio, Assistant Professor of Basic Psychology Department of the School of Psychology of the University of Minho;
 - e) Substitute Member: Emanuel Augusto Freitas de Sousa, PhD Researcher of the Electronics Department of the School of Engineering of University of Minho.
8. **Rules of operation of the Jury:** The jury shall deliberate by means of a nominal vote based on the selection criteria adopted and published, and abstentions shall not be allowed.
- 8.1. 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 their reasons, being provided to the candidates whenever requested.
9. **Admission and exclusion:** Candidates who formalize their application incorrectly or who do not prove the admission requirements required in points 5 and 5.1 are excluded from admission to the competition of this invitation to tender. The jury has the power to require any candidate, in case of doubt, to present documents proving their statements.
- 9.1. The exclusion decision shall be notified to the applicants by email for preliminary hearing to the interested parties.
 - 9.2. After the deadline for the exercise of the right of hearing of the interested parties, the jury appreciates the allegations offered and, if it maintains the exclusion decision, notifies the excluded candidates by email with delivery receipt, beginning the application of the selection methods to admitted candidates.
10. **Method and evaluation criteria:** The selection method is the Scientific and Curricular Trajectory Assessment (SCTA) with a weight of 90% and an Interview to the best three applicants, with a weight of 10%.
- 10.1. The evaluation of the scientific and curricular trajectory focuses on relevance, quality and timeliness:
 - a) Of the scientific and technological production of the last five years considered more relevant by the candidate;
 - b) From applied or practice-based research activities developed over the last five years and considered to be of greatest impact by the candidate;
 - c) The activities of extension and dissemination of knowledge developed in the last five years, namely in the context of the promotion of culture and scientific practices considered by the candidate to be more relevant;
 - d) From the activities of managing science, technology and innovation programs, or from experience in the observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad.
 - 10.2. The period of five years referred to in the preceding paragraph may be increased by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.
 - 10.3. Scientific and Curricular Trajectory Assessment (SCTA): The following parameters and evaluation criteria are considered:
 - a) AQ - Academic Qualifications - evaluates the candidate's training area: P.hD. in Acoustic Engineering, AQ = 5 values; P.hD. in Informatics, Electronics Engineering or Computer Science and related fields, AQ = up to 4 values;

- b) STP - Scientific and Technological Production - evaluates the production of the last five years by the formula $STPPC = 0,6STP + 0,4PV$, where STP corresponds to the quantitative evaluation of the publications in ISI/SCOPUS journals: in the area of preference, STP of up to 5 values; in related areas, STP = up to 3 values; publications in other areas, STP = 0 values. PV corresponds to the qualitative evaluation of up to 5 articles to be supplied by the candidate: PV = up to 5 values.
- c) REMA - Research, Extension and Management Activities - evaluates the activities of the last five years. This parameter includes: (i) the orientation/coordination of masters, doctorates and postdoctoral studies; (ii) participation in R&D projects, services, and technology transfer; (iii) participation in activities of science management and dissemination of knowledge, including the organization of conferences, symposia, and scientific cooperation activities. Activities in the area of preference, REMA = up to 5 values; activities in related areas, REMA = up to 3 values; activities in other areas, REMA = 0 values.
- d) ML - Motivation Letter - evaluates the relevance of the scientific course to the position and personal career objectives: ML = up to 5 values.

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

$$STCA = 0,4AQ + 0,3STP + ,015REMA + 0,15ML.$$

- 10.4. The classification obtained in the Evaluation Parameters is expressed in the numerical scale of 0 to 5 values.
- 10.5. The classification of each candidate is obtained by the average of the classifications of each one of the elements of the jury. In the event of a tie, the decision of the tiebreaker shall rest with the chairman of the jury.
- 10.6. After the Scientific and Curricular Trajectory Assessment, the three candidates with a score equal or higher than 4 values are approved for the application phase of the next evaluation method, as referred in point 10.
- 10.7. Candidates with an absolute merit score lower than the one provided in the previous point are considered immediately excluded.
- 10.8. At the 20 minute Interview (INT), the following parameters and criteria will be applied: attitude and critical sense (ACS), the motivation of the candidate (MTV) and the global assessment (GA), represented in the following formula, expressed on the numerical scale of 0 to 5 values:
 - a) $ENT = 0,3ACS + 0,5MTV + 0,2GA$
- 10.9. Candidates who score less than 4 points in the weighted average between SCTA (90%) and ENT (10%) will be excluded after this phase.
- 10.10. The classification of each candidate is obtained by the average of the classifications of each one of the elements of the jury. In the event of a tie, the decision of the tie-breaker shall rest with the chairman of the jury.
- 10.11. The position may only be awarded to candidates whose final grade is 4 or higher.

11. **Order of candidates:** The order of the candidates must be based on the evaluation made according to the evaluation criteria contained in this announcement.

- 11.1. After completion of the application of the evaluation criteria, the jury will draw up an orderly list of successful candidates with their classification.
- 11.2. The final classification of the candidates is expressed in the numerical scale of 0 to 5 values, being the classification obtained through the weighted average.

12. **Participation of interested parties and decision:** The final ordering project is notified to the candidates, by email with receipt of delivery of the notification, to pronounce for the purpose of preliminary hearing to the interested parties, pursuant to article 121 and following of the Code of Administrative Procedure.

- 12.1. At the hearing of the interested parties, the jury appreciates the allegations offered and approves the final ordering list of the successful candidates. Within 90 days, from the deadline for submission of applications, the final decisions of the jury are given.
- 12.2. The final decision of the jury is approved by the Rector of the Universidade do Minho that also decides on the hiring.

13. **Publication of results:** The list of admitted and excluded candidates, as well as the final ranking list of the successful candidates are publicized on the University of Minho's website, and the candidates are notified by email with receipt of delivery of the notification.

14. The present tender is exclusively destined to fill the indicated vacancies and may be terminated until the homologation of the final ranking list of candidates and expires with the respective occupation of the jobs on offer.
15. The present announcement was approved by the jury of the tender at its meeting on 19/12/2019, according to the minutes of the meeting approved therein.
16. **Non-discrimination and equal access policy:** The University of Minho actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, beneficiary, disadvantaged or private of any right or exemption from any duty owing, in particular, 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 beliefs and trade union membership.
- 16.1. 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.
17. The selection of the candidates to be hired will be conditional, with the corresponding labour contracts being executed depending on the availability of the budget and corresponding funding under the aforementioned legislation and the regulations and rules established by the Foundation for Science and Technology (FCT).

The Rector, Professor Doctor Rui Vieira de Castro

ANNEX

APPLICATION

Dear Rector of Universidade do Minho

Name (...), birthdate (...), VAT N°. (...), identification card no. (...), address (...), Postal code (...), Mobile Phone no. (...), email address (...), literary abilities (...), hereby requests that you kindly accept my application for the international competition for recruitment in the form of an uncertain term contract under the Labor Code and Decree-Law No. 57/2016 of 29 August, as amended by Law no. 57/2017, of 19 July, of ## doctoral positions in the scientific areas of "###", according to a notice published in the Diário da República no. __, 2nd series, of __/__/__, with Ref. CTTI-##/##-###Profile ##.

Further declares that it agrees 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)