



Public notice Ref.^a CDL-CTTRI-319-SGRH/2023 — Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector of the University of Aveiro, hereby announces that for a period of **20 (twenty)** business days, starting on the first business day immediately after the publication of the present notice, an international public notice is opened for recruitment in the form of a Uncertain Term Work Contract, under the Portuguese Labor Code, a position for a First Level Researcher, to do scientific research in the scientific area of Social Sciences, aiming to develop socio-economic research on the gender role and current capacity gaps and needs of women in the sustainable and high tech sectors of the European Blue Economy, in the scope of European Maritime, Fisheries and Aquaculture Fund (EMFAF) “WIN-BIG - **Women In Blue Economy Intelligence Gathering and Capacity Boosting**”, (Grant Agreement 101111985), funded by the EU-CINEA, call EMFAF-2022-PIA- WBE.

The present public notice was opened on 28 of November of 2023, by order of the Rector of the University of Aveiro, following the proposal of the Scientific Council.

The contest is governed by the provisions of Decree-Law 57/2016, August 29, that approves the rules for post-doctoral work contracts, designed to stimulate employment in science and technology in all areas of knowledge (RJEC) within the legal provisions of the Labor Code, Law no.7/2009, February 12, in its current wording and other applicable legislation and regulations.

The monthly payment corresponds to 2294,95€

1 — Admission requirements:

Any national, foreign and stateless candidate(s), with a doctorate degree in the scientific area of Economics or management, or related applied socio-economic areas, and who hold a scientific and professional *curriculum* whose profile is suited for the activity to be performed, can submit their applications.

Candidate(s) of the contest holding qualifications obtained abroad must prove the recognition, equivalence or registration of the doctor degree, in accordance with the applicable legislation. This formality must be fulfilled up to the date of signing the contract.

2 — Formalization of the applications:

2.1 — The Applications must be accompanied by the following documents:

- a) Application minute for the open call addressed to the Rector of the University of Aveiro;
- b) Copy of detailed *curriculum vitae* structured according to the items under point 5;
- c) Other documents that are relevant for the evaluation of the qualification in related scientific areas;
- d) Any other documents that the applicant considers relevant, namely for the assessment of the information referred to under no. 2 of Article 5 of the RJEC.

2.3 — The *curriculum vitae* should contain:

- a) Full name of the candidate;
- b) Copy of the certificates with the respective mark or grade or other document that is legally recognized for the same purpose;



c) All pertinent information for assessing the application, considering the selection and ranking criteria of the present call, being recommended that this information is organized according to the sub-items of the assessment described under Section 5 below.

2.3 — The required application minute, to be completely filled out, dated, and signed, is available at <https://www.ua.pt/file/75846>.

2.4 — Submission of the application:

2.4.1 — The application may be submitted in Portuguese or English, by email, to the Human Resources Department of the University of Aveiro (sgrh-concursosdl57-2016@ua.pt), until the deadline stipulated in this Notice. The Services will issue a message proving the electronic validation of the same.

2.4.2 — Instructions for the submission of applications, in digital format, are available in the Competition and Job Offers of the Human Resources area at <https://www.ua.pt/en/sgrh/pessoal-investigador-novos-concursos-e-ofertas>.

2.4.3 — When formalizing the application, if a classified document is submitted that reveals a commercial or industrial secret; a secret relative to the literary, artistic, or scientific property; or that requires confidentiality, the candidate must identify the document with this information, under penalty of the work in question being unrestrictedly accessed by any of the other candidates, when consulting the process.

2.5 — Non-compliance with the deadline for submission of the application, as well as failure to submit or late submission of the documents referred to in points 2.1 and 2.2, will lead to the disqualification of the application. Candidates will be notified of the exclusion decision by e-mail, for the hearing of interested parties, following Articles 121 et seq. of the Administrative Procedure Code.

3 — Call Jury:

3.1 — In accordance with article 13 of the RJEK the call jury has the following composition:

President: Doctor Helena Margarida Moreira De Oliveira Vieira, Equivalent to Coordinator Researcher and ERA CHAIR Holder of the University of Aveiro.

Jury members:

Professor Maria Teresa Geraldo Carvalho, Full Professor of the University of Aveiro;

Doctor Ricardo Jorge Guerra Calado, Principal Researcher with Habilitation of University of Aveiro;

Substitute jury member:

Doctor Ana Isabel Lillebø Batista, Principal Researcher with Habilitation and Vice-Rector of the University of Aveiro;

4 — Jury operation rules

4.1 — The deliberations are held by roll call voting requiring the absolute majority of votes of the members of the jury present at the meeting, not permitting abstentions.



4.2 — The jury deliberates approval on absolute merit, based on the merit of the overall *curriculum* of candidates with regards to the scientific area of the Competition and also considering, **cumulatively** compliance with requisites in 4.2.1 and 4.2.2, and **at least one** of the remaining requisites:

4.2.1 — Has at least 1 (one) year of relevant research experience, after the PhD, in the scientific area that the Competition is open, within universities, international organizations or private sector;

and,

4.2.2 — Has proven participation as a member of the team, or coordinator, of at least 1 (one) interdisciplinary and multicultural competitive funding project

And at least one of the following:

4.2.3 – Has participated as author or co-author in the preparation and publication of at least 1 (one) study, technical opinion or economic, political and/or environmental report, including demonstrating to possess excellent background in quantitative analysis;

or

4.2.4 — The applicant is the author or co-author of at least 3 (three) articles, in the scientific area that the Competition is open, indexed in the Science Citation Index Expanded of the Web of Science from Clarivate Analytics where document type = article or document type = review, or in the SCI Verse Scopus with the same characteristics;

or

4.2.5 — Have obtained a total of at least 15 (fifteen) citations in the Science Citation Index Expanded of the Web of Science from Clarivate Analytics or the SCI Verse Scopus (excluding self-citations), relating to the scientific works produced in the area for which the competition is open,

or

4.2.6 — Have an h-index equal or above 3 (three).

4.3 — The exclusion decision in absolute merit is communicated to candidates by e-mail for the purpose of their hearing.

4.4 — After the phase of approval in absolute merit, the jury will begin the process of appraisal of applications, taking into account the criteria set out in this notice.

5 — Evaluation and selection:

5.1 — The selection methods are curricular evaluation and a public presentation session.

5.2 — The evaluation of the scientific and curricular course focuses on the relevance, quality and timeliness:

a) Of scientific, technological, cultural or artistic production in the last five years, deemed most relevant by the candidate;

b) Of applied research activities, or based on practical work, developed in the last five years, deemed most impactful by the candidate;

c) Of knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of culture and scientific practices, deemed most relevant by the candidate;



5.3— The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like parental leave, long-term serious illness, and other legal situations of unavailability to work.

6 — Curricular Evaluation. This component of the evaluation is expressed on a numerical scale from 0 to 20 taking into account the following criteria:

6.1 — Curricular evaluation criteria are:

6.1.1 - Criteria for the evaluation of the scientific performance of the last five years considered more relevant by the candidate (10 points);

- Scientific Production. Quality and quantity of scientific production in the area that the Competition is open (books, articles in scientific journals, papers presented in conferences) expressed by the number and type of publications, and the recognition given by the scientific community (the quality of the location where it has been published and the references made by other authors);

- Participation and/or conclusion of scientific projects. The quality and quantity of scientific projects in which the applicant has participated within the subject area of the Competition, whether financed through public funds of national or international agencies or by enterprises. The assessment of the quality must take into account the funding obtained, the degree of difficulty of the funding competition, the expert assessment of the projects and the resulting prototypes, particularly if they led to the development of products or services.

- Intervention in scientific community. Assessing the capacity to intervene in scientific community, including economic and political community, particularly by organizing scientific events, participation in economic and/or political studies and/or reports, participation in the assessment of projects and articles, being invited to give speeches, being a member of academic juris, as well as being recognized through awards or other distinctions and respective impact. It will also evaluate the orientation of students in doctoral or master's work.

6.1.2 - Criteria for evaluating extension and knowledge dissemination activities developed over the past five years, in particular in the context of promoting culture and scientific practices, international experience in the academic, economic and political sectors, and relationship with actors and entities of society and political, civil, economic and other spheres, considered to be of greatest impact by the candidate (10 points);

- Participation in consulting activities, economic or market studies, tests and measurements involving the private and/or the public sector. Participation as a former in vocational training courses or technological expertise directed at companies or the public sector. The evaluation of this criterion should also consider the economic and/or political valorisation of research results achieved.

- Participation in initiatives to disseminate scientific and technological knowledge under the auspices of the scientific community (for example organization of congresses and conferences) and to various audiences, including different types of stakeholders and networking.

- Publications to disseminate science and technology. Presentation of lectures and seminars for the general public. Intellectual property, registration and ownership of rights, elaboration of technical standards, market and/or economic studies and/or in support of legislation or policy decisions. Patent authorship and co-



authorship, records of ownership of intellectual property rights regarding software, mathematical methods and rules of mental activity. Participation in standardization committees and in the drafting of legislative projects and technical regulation. Participation in market reports or analyses relevant to the competition themes. The evaluation of this criterion should also take into account the economic value or impact on civil, economic and/or political society resulting from the pieces produced.

6.2 — The score obtained in the curricular evaluation method is expressed in numeric scale of 0 to 20, considering the valuation up to two decimal places.

6.3 — The jury deliberates by vote justified according to the criteria of evaluation, no abstentions are allowed.

6.4 — The classification of each candidate is obtained by averaging the scores of each of the elements of the jury. In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.

6.5 — Once the Curricular Assessment is completed, the **top 3** candidates who obtain an average score equal to or greater than 15 points are approved for the next evaluation method as indicated in point 5.1.

6.6 — Candidates who obtain an average score of less than 15 points and are ranked under the 3rd place, are excluded from the public notice.

7 — Public Presentation session:

This evaluation method is intended exclusively for the clarification of aspects related to the results of the candidate's research, and may or may not be applied by the selection board when the results of the evaluation of this method are not likely to alter the final ranking of the candidates, considering the weighting factor of this evaluation element. When this method is applied, the weightings in point 8.1 shall be considered. Otherwise, the weightings in point 8.2 shall be considered.

7.1 — In this session the candidates make a public presentation of a topic of their choice with a duration of up to 20 minutes, which will be followed by a discussion that will have a maximum duration of 40 minutes.

7.2 — Public Presentation session evaluation is expressed on a numerical scale of 0 to 20, taking into account the candidate's scientific knowledge and ability to communicate, as well as the answers to the questions put by the jury and their development perspectives in the unit for which they are applying.

7.3 — The jury deliberates by roll call voting, not permitting abstentions.

7.4 — The classification of each candidate is also obtained by the average of the scores of the members of the jury.

7.5 — Candidates who obtained a rating of less than 15 points in the Public Session are excluded from the public notice.

8 — Ordering of candidates

8.1 — The final score of each candidate is obtained through a weighted average, by assigning a weighting factor of 90% to the curricular review note and a weighting factor of 10% to the public presentation session score. In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.



8.2 – If, by the decision of the jury, it deliberates not to apply the method of selection of the session, the Curricular Evaluation will have a weight of 100%. In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.

9 – Participation of the parties and decision:

9.1 – The final ordering project is communicated to candidates by e-mail for the purpose of their hearing.

9.2 – At the hearing of the interested parties, the jury appreciates the allegations offered and approves the final ordering list of candidates.

10 – Publication of Competition Notice

In addition to being published in Series 2 of Diário da República the present notice is also published in:

- a) The Public Employment Pool (BEP);
- b) The website of the Foundation for Science and Technology, I.P., in Portuguese and English;
- c) The website of the University of Aveiro, in Portuguese and English;
- d) In a national newspaper.

11 – This tender is exclusively destined to fill this specific vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

12 – In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, the Government, as the employing entity, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking measures to avoid any form of discrimination.

28 of november 2023 — The Rector, *Professor Paulo Jorge dos Santos Gonçalves Ferreira*.