



UNIVERSIDADE DE COIMBRA

REITORIA

Pedido: 537569

PUBLIC NOTICE

I publicly announce that, by my order of 27/09/2018, an international tender to fulfill 1 vacancies for the position of Junior Researcher in the field of Natural Sciences, Mathematics, Statistics/Mathematics or related areas, is hereby open for 10 working days following the publication of the present notice in *Diário da República* [Official Journal of the Portuguese Republic]. The stated position will be held under a public service employment contract of specified duration at University of Coimbra, Faculdade de Psicologia e de Ciências da Educação, UNIDADE 730 - Centro de Investigação em Neuropsicologia e Intervenção Cognitivo-Comportamental, Projeto POCI-01-0145-FEDER-029443 - SHSADReM - Abordando Questões Sociais e de Saúde através de novos desenvolvimentos em Modelos Aditivos Distribucionais Estruturados de Regressão.

This international tender shall be conducted pursuant to paragraph 1 of Article 57 of the *Lei Geral do Trabalho em Funções Públicas* [Public Employment Act], to the Decree no. 57/2016, of 29 August, in its latest version, to the Regulatory Decree no. 11-A/2017, of 29 December, and the *Regulamento de recrutamento, contratação, prestação de serviço e avaliação de doutorados contratados a termo, na Universidade de Coimbra* [Regulation on the Recruitment, Hiring, Service Provision and Assessment of Fixed-term PhD Employees at the University of Coimbra], hereinafter referred to as RRCPADCT, as well as further applicable legislation.

Co-financed by the European Regional Development Fund, through Portugal 2020 (PT2020), by the Competitiveness and Internationalization Operational Programme and the Portuguese Foundation for Science and Technology, through National Funds.

I. Reference, Place of Work and Monthly Wage

I.1 Public tender reference: IT057-18-7397

I.2. Place of Work: University of Coimbra, Faculdade de Psicologia e de Ciências da Educação, UNIDADE 730 - Centro de Investigação em Neuropsicologia e Intervenção Cognitivo-Comportamental, Projeto POCI-01-0145-FEDER-029443 - SHSADReM - Abordando Questões Sociais e de Saúde através de novos desenvolvimentos em Modelos Aditivos Distribucionais Estruturados de Regressão.

I.3. Job description: Participation in the four nuclear modules of the SHSADReM project. Two of the modules will be methodology-based, focusing on the field censored and multivariate distributional regression models and distributional Rasch regression models, whereas two will be of an applied nature in which primary data will be used to analyze how the exercise of citizenship is expressed by secondary school teachers in Portugal and to identify which factors

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are determinant for decision-making in terms of women's health within a breast cancer screening program. His/Her activities will include: the development of methodologies, the analysis of results, the gathering and analysis of bibliographical sources, the elaboration of reports, the writing of scientific outputs and editing of academic articles for publication, assistance in coordinating and accompanying diverse activities within the project, presentation of communications, and the potential submissions of applications to R&D projects..

I.4. Gross monthly wage: € 2128,34, level [33] of the single remuneration table, approved by Ordinance no. 1553-C/2008, of 31 December, excepting the situations mentioned in paragraph 3 of Article 5 of the Regulatory Decree no. 11-A/2017, of 29 December, in which case the wage is established in compliance with this legal precept.

I.5. Contract length: three-year contract, which may be renewed for periods of one year up to a maximum of 6 years, accordingly to Decree no. 57/2016, of 29 August, in its latest version.

II. Admission Requirements

II.1. Applicants shall be at least 18 years of age or older, not be inhibited to holding a job in the public sector nor forbidden to perform the intended position; applicants shall also be in good health and possess the psychological profile required for the job and shall meet the compulsory vaccination requirements, in accordance with Article 17 of Law no. 35/2014, of 20 June, in its latest version.

II.2. At the time of application, applicants shall hold a Ph.D. in the above-mentioned scientific area(s) or in a correlated one, in which case the applicant's scientific background shall demonstrate the ability to thoroughly develop work in the main field(s) of the tender.

II.3. Applicants who are non-native speakers of either Portuguese or English shall attest their proficiency at level C1 of the Common European Framework of Reference for Languages (CEFR) in, at least, one of those languages.

III. Application

III.1. Submission: Each candidate shall submit, on penalty of exclusion, a copy both in paper and digital format, the latter exclusively in *portable document format (pdf)*, of the documents listed below, with the exception of the documents mentioned in III.1.4. to III.1.6., which should be submitted only in digital format. If the candidate is justifiably unable to provide paper or digital copies, a number of 5 copies shall be submitted in the most suitable format, unless reproduction is not feasible, in which case the number of copies may be, justifiably,

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inferior. If any of the works/papers mentioned in the *Curriculum Vitae* contain classified information, revealing trade or industrial secrets or literary, artistic or scientific property secrets, candidates shall, upon submission of their application, explicitly indicate that fact; otherwise their works/papers can be freely accessed by any of the other applicants when consulting the tender records.

III.1.1. Formal request with the following mandatory information:

- a) Identification of the post to which the candidate is applying (level or category and scientific area(s)), mentioning this tender's reference number indicated above (I.1);
- b) Full name and address;
- c) E-mail and phone number(s), to be used in future communications and notifications within this tender, in addition to notification by Public Notice;
- d) Statement under oath attesting the compliance of the candidate with the general requirements for recruitment within public administration, as defined above (II.1);
- e) Candidates officially residing at more than 300 km from Coimbra may request their interview, if applicable, to be held by teleconference;
- f) Statement under oath by non-native speakers of Portuguese or English, attesting their language proficiency as required above (II.3);
- g) Candidates may request, if they so wish, that the period considered for the evaluation of their background, which is usually the last 5 years, be extended by the committee, on the grounds of suspension of activities for socially protected reasons, such as parental leave, prolonged illness and other legally established situations. In this case, applicants shall indicate the period of time that is to be assessed and provide supporting documents;
- h) Statement under oath by candidates with disabilities indicating the type and degree of disability and the means of communication to be used in the process of selection, in accordance with Decree-Law no. 29/2001, of 3 February;
- i) Statement under oath attesting the authenticity of all the information and documents provided in the application, without prejudice of making proof upon request;

III.1.2. *Curriculum Vitae* duly dated and signed, referring to the last five years or to the extended period to which the candidate is entitled if so requested and justified in accordance with paragraph g) of the previous section.

The *Curriculum Vitae* shall include a foreword with the candidate's full professional background in the last five years (or the extended period to which he/she is entitled), mentioning the type of contract, the category and the scientific area, and indicating the institution and the type of contract held at the time of application. The CV shall also include a summary clearly demonstrating that the candidate specializes in the scientific area(s) for which this tender is

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open.

The candidate's *Curriculum Vitae* shall be structured in order to separately respond to the different items listed below in IV.2. Candidates shall also justifiably identify, on penalty of exclusion, 3 to 6 of their most relevant contributions to the field, from the point of view of each of the assessment criteria listed in IV.2.

III.1.3. Copy of qualification certificates. On penalty of exclusion, candidates with qualifications obtained abroad shall make proof that their Ph.D. was recognized pursuant to Decree-Law no. 283/83, of 21 June, or otherwise registered under Decree-Law no. 341/2007, of 12 October, or provide evidence that they have requested this, until the end of the application process.

III.1.4. Separate copy of the 3 to 6 of the candidates' most relevant works/papers that have contributed to the development of the scientific area(s) for which this tender is open.

III.1.5. Copy of all works/papers mentioned in the *Curriculum Vitae*.

III.1.6. Any other information considered relevant by the candidate.

III.2. All application documents above indicated in III.1 shall be submitted in either Portuguese or English, exception made to those mentioned in III.1.5 and III.1.6, which may be submitted in a different language. If the original documents mentioned under III.1.3 and III.1.4 are written in a language other than Portuguese or English, candidates are required to include a version in one of those languages. It is not necessary to provide translations of diplomas in Latin.

III.3. Submission: In person at the Human Resources Management Service of the University of Coimbra, during the working hours (available at <http://www.uc.pt/drh/contactos>) or sent by registered post mail to Administração da Universidade de Coimbra - Serviço de Gestão de Recursos Humanos da Universidade de Coimbra, Edifício da Faculdade de Medicina, Rua Larga, 3004-504 Coimbra, Portugal, mentioning the tender reference above (I.1).

III.4. Applications that do not comply with the instructions or that fail to meet the tender's formal requirements, pursuant to the applicable laws and to this Public Notice, shall not be accepted. In the same way, if the required documents or papers are submitted outside the established timeframe, the application will not be accepted.

III.5. The present tender ends when the positions are filled or when they cannot be filled due to lack or insufficiency of candidates.

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IV. Selection methods and criteria

IV.1. Selection Methods: Assessment of scientific background and CV [ABC (90%)] and Interview [I (10%)].

IV.2. In the assessment of the candidate's background and CV, scientific performance and outreach and management activities are taken into account, in accordance with the criteria mentioned below.

IV.2.1. Scientific performance of the candidate in the research area(s) for which the tender is open, in the last five years or the extended period requested, if accepted by the committee, with a weight of 80%, based on the following parameters:

IV.2.1.1. Scientific, technological, cultural or artistic production: Relevance, quality and national and international recognition of the scientific, technological, cultural or artistic production, with particular focus on the works/papers selected as their most significant contributions to the development of the field;

IV.2.1.2. Applied research: Activities of applied or practice-based research, their impact and national and international recognition, with particular focus on the works/papers indicated as having the greatest impact;

IV.2.2. Outreach and management activities in the last five years in the area(s) for which this tender is open, with a weight of 20%, based on the following parameters:

IV.2.2.1. Outreach activities: Outreach and dissemination of knowledge activities carried out in the context of the promotion of culture and scientific practices;

IV.2.2.2. Management activities: Management of science, technology and innovation programs, observation and monitoring of the scientific and technological system or the higher education system, in Portugal or other countries, and also the coordination and participation in scientific projects.

IV.3. The assessment of the candidate's background and CV is based on the criteria and parameters defined in IV.2, and is duly justified and graded on a scale of 0 to 20 points (calculated to the hundredths) by the selection committee.

IV.4. The assessment of the interview is based on the criteria and parameters defined in IV.2, and is duly justified and graded on a scale of 0 to 20 points (calculated to the hundredths) by the selection committee. Its aim is solely to clarify aspects related to the results of the



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candidates' research. The interview is open to the public.

IV.5. All the candidates complying with the application requirements are subject to the background and CV assessment, which shall be conducted under the criteria and evaluation parameters mentioned above (IV.2 and IV.3). However, only the first 4 candidates with the best scores in the ranking resulting from the assessment of the background and CV will be called for the interview.

IV.6. Candidates who obtain a score under 9.5 points in one of the selection methods will be excluded from the tender procedure, pursuant to paragraphs 3 and 4 of Article 13 of RRCPADCT, and the next method, if it exists, is not applied. Candidates who fail to appear, who desist or who, although approved, were not included in the lots used, will also be excluded from the tender.

IV.7. The final score (*FS*) is expressed in a scale of 0 to 20 points, calculated to the hundredths, based on the following formula:

$$FS = (ABC \times 90\%) + (I \times 10\%)$$

V. Selection Process

V.1. First meeting:

V.1.1. The Selection Committee decides, first, on the admission and exclusion of applications. In case of non-fulfilment or partial fulfilment of any of the requirements defined in section III above, the Committee decides whether this insufficiency prevents accepting the application, or if having no relevant impact on the evaluation process, the application may nevertheless be accepted.

V.1.2. After deciding on the admission and exclusion of candidates, the Committee begins the procedures relating to the phased application of the selection methods. First, it assesses the scientific background and CV of all the admitted candidates. The merit of the candidates will only be assessed based on their previous experience in the scientific area(s) for which the tender is open, according to the selection criteria and evaluation parameters described in this public notice. The candidates' merit and experience in other areas shall not therefore be taken into consideration by the Committee. The ranking of the candidates in the ABC method is based on the scores given to each candidate.

V.1.3. Candidates both excluded and admitted to the interview shall be notified by Public Notice, under the terms mentioned below in section VI.

V.2. Second meeting:

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V.2.1. The Selection Committee conducts the interview with the admitted candidates, which shall have the maximum duration of one hour, although the Chair of the Committee may decide to extend it further for a period of 30 minutes. The Committee shall only take into account the merit of the candidates based on their experience in the scientific area(s) for which the tender is open. The interview is conducted by the Chair of the Committee, although other committee members may also interact with the candidate. This interview shall be held in Portuguese, unless the candidate or any members of the Committee are not proficient in that language. In this case, it may be conducted in English, upon decision of the Chair.

V.2.2. Candidates who fail to attend the interview at the set time and place shall be excluded from the tender procedure. Similarly, candidates failing to attend a duly scheduled teleconference call shall also be deemed excluded.

V.2.3. After conducting and scoring the interviews, the Committee calculates the final score and ranks the candidates approved in both methods by applying the formula defined above in IV.7.

V.2.4. On the date established by the tender timetable and according to section VI herein, all the candidates shall be notified regarding the provisional deliberations of the Selection Committee, containing the proposed ranking of the admitted applicants as well as the list of those excluded.

V.3. Candidates can, if they so wish, appeal the decision of the Committee, in due respect for their right to a fair hearing, pursuant to Article 121 of the Código do Procedimento Administrativo [CPA - Code of Administrative Proceedings]. The period to submit an appeal begins on the day the public notice with the Selection Committee's deliberation is published, pursuant to paragraph 8 of Article 113 of the CPA.

V.4. Third meeting:

V.4.1. If any of the candidates exercises their right to be heard, the Selection Committee shall hold a third meeting in order to analyze the request, and the candidates will be notified of its deliberations, under the terms of section VI herein.

V.4.2. If the Selection Committee finds the candidates' allegations well founded, it shall proceed according to its deliberations, thereby notifying the candidates under the terms of VI.3 herein.

V.4.3. If the Selection Committee finds such allegations unfounded, following the candidates' notification under the terms of VI.3 herein, the procedure shall then be submitted to the Rector for approval.



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V.5. All the candidates will be notified regarding the approval decision under the terms of section VI herein. The administrative records of the tender may be consulted by the candidates, upon previous appointment, at the address mentioned under III.3 herein, during the established working hours (more information at <http://www.uc.pt/drh/contactos>).

VI. Tender timetable and notification of candidates

VI.1. The tender timetable will be available on the official website of the University of Coimbra (http://www.uc.pt/drh/rm/pconcurais/Investigadores/A_decorrer/Investigadores_Doutorados_DL_57_2016/IT057-18-7397) until the end of the application period. The following are the notifications by public notice: Changes in the number of open positions, if any; List of admitted and excluded candidates; the date, time, place and names of the candidates selected for the interview, as well as the names of those allowed to be heard by teleconference; the final deliberation draft; deliberations concerning allegations by candidates, if any; the tender's final result upon approval. It is mandatory that the tender timetable include the dates of publication of Public Notices.

VI.2. If any of the terms established in the timetable of the tender procedure cannot be met, an updated timetable will be published on that same date on the University of Coimbra website, replacing the previous one. If the interview cannot be conducted on the appointed date, the new date will be announced in a public notice confirming that it is to be held and containing the list of admitted and excluded candidates.

VII.3. Notifications by public notice under the terms of VI.1 herein shall be published on the official website of the University of Coimbra, (http://www.uc.pt/drh/rm/pconcurais/Investigadores/A_decorrer/Investigadores_Doutorados_DL_57_2016/IT057-18-7397), pursuant to paragraph 1 d) of Article 112 of the CPA and Article 51 RRCPADCT, being effective under the terms of Article 113 of the CPA.

VI.4. The entire tender records may be consulted by candidates, upon previous appointment, at the address mentioned under III.3 herein, during the established working hours (more information at <http://www.uc.pt/drh/contactos>).

VIII – Selection Committee:

Chair:

[Bruno Cecílio de Sousa, Professor Auxiliar da Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;]

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Committee members:

Dulce Maria de Oliveira Gomes, Professora Auxiliar do Departamento de Matemática da Universidade de Évora;

Victor José Lopes Rodrigues, Professor Associado da Faculdade de Medicina da Universidade de Coimbra;

Jorge Manuel Castelo Branco de Albuquerque Almeida, Professor Auxiliar da Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;

Alternate committee members:

Carla do Rosário Delgado Nunes de Serpa, Professora Auxiliar da Escola de Saúde Pública da Universidade Nova de Lisboa;

Pedro Manuel Malaquias Pires Urbano, Professor Auxiliar da Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;

Ana Maria Magalhães Teixeira Seixas, Professora Auxiliar da Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra.

In the event of absences or impediments of the Chair, he/she shall be replaced by the first Committee member mentioned, who shall be replaced, likewise, by the subsequent Committee member.

This Public Notice will be published in Portuguese in *Diário da República*, 2nd Series, and on the website *Bolsa de Emprego Público* (Governmental Public Employment Portal), as well as in both Portuguese and English on the University of Coimbra website (<http://www.uc.pt/emprego>) and on the *pan-European Researcher's Mobility Portal* (<http://www.eracareers.pt/>).

Pursuant to paragraph h) of Article 9 of the Portuguese Constitution, the Public Administration, as employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional development, and takes action to prevent all forms of discrimination.

In accordance with Decree-Law no. 29/2001, of 3 February, candidates with disabilities take precedence over others when they obtained the same classification, and this prevails over any other eligible preference.



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The University of Coimbra clarifies that, in reference to paragraph 5 of Article 6 of Decree-Law no. 57/2016, of 29 August, it makes no commitment to considering that it has a strategic interest in opening tenders for tenure-track research or teaching positions.

Paço das Escolas, 27 de setembro de 2018

The Rector, Prof. Doutor João Gabriel Silva
(*Document signed on the original*)