

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

Ref. CTTI-156/19-CBMA(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 (one) doctoral position for the exercise of scientific research activities in the scientific area of Statistics, in the scope of the project PTDC/MAT-STA/28243/2017, Ref. PREFERENTIAL, financed by the *Fundação para a Ciência e a Tecnologia – FCT* I.P. (National Agency for Science and Technology) through national funds, with a view to: contribute to the theoretical study of statistical models within the project, as well as their implementation in statistical software and simulation studies; work on the tasks indicated in the project, in coordination with the grant holders and other researchers; participate in the organization of workshops and scientific meetings associated with the project.
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 the Centre of Molecular and Environmental Biology, University of Minho, at campus of Azurém, in Guimarães.
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 Statistics or Mathematics or other related scientific area and holders of a scientific and professional 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) Proven experience and / or professional experience in Statistics, ideally in Spatial Data Modeling.
 - b) Experience in Computational Statistics and Data Analysis; programming experience, in particular in R language.
 - c) The candidate should also have experience in oral and written communication (in English) of statistical results resulting from scientific research.
 - d) The applicant should also have experience in producing research autonomously and collaborating with research teams.
 - e) 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 (two);
 - f) Copy of the 3 most relevant publications;
 - g) 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 cbma_sec@bio.uminho.pt, by the deadline for submission of applications defined in this notice, indicating in "Subject" the Ref. CTTI-156/19-CBMA(1)".
 - 6.3. 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 ##/##/2018, has the following composition, according to article 13 of the RJEC:

- a) Chairman: Raquel Menezes da Mota Leite, Professor Auxiliar, Department of Mathematics, School of Sciences, University of Minho, CBMA.
- b) Effective Member: Maria Eduarda Rocha Pinto Augusto Silva, Associate Professor with Habilitation, Faculty of Economy, University of Porto, CIDMA
- c) Effective Member: Inês Pereira Silva Cunha Sousa, Professor Auxiliar, Department of Mathematics, School of Sciences, University of Minho, CBMA.
- d) Substitute Member: Isabel Cristina Maciel Natário, Professor Auxiliar, Department of Mathematics, Faculty of Sciences and Technology, University Nova de Lisboa, CMA.
- e) Substitute Member: Susana Margarida Ferreira de Sá Faria, Professor Auxiliar, Department of Mathematics, School of Sciences, University of Minho, CBMA.

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), weighting 85%, followed by an Interview (INT) weighting 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 with specific weights, being the final classification of the STCA obtained by the following formula:

$$STCA = 0,2AQ + 0,4STP + 0,2REMA + 0,2ML, \text{ where}$$

AQ - Academic Qualifications. Evaluates the candidate's area of training: Doctor in Statistics, Mathematics, Applied Mathematics or Data Science, AQ = 5 values; Doctor in related areas, AQ = up to 4 values;

STP - Scientific and Technological Production. Corresponds to the evaluation of the scientific and technological production of the last five years obtained by the formula $0.6PQ + 0.4PV$. PQ corresponds to the quantitative evaluation of publications in ISI / SCOPUS journals: in the subfield of profile science, PQ = up to 5 values; publications in related subfields, PQ = up to 4 values. PV corresponds to the qualitative evaluation of up to 3 articles to be provided by the candidate, PV = up to 5 values;

REMA - Research, Extension and Management Activities carried out in the last 5 years. This parameter includes: (i) the orientation / coordination of master, doctoral and postdoctoral students; (ii) coordination and participation in R&D, service provision and technology transfer projects; (iii) participation in science

management and knowledge dissemination activities, including organization of conferences, workshops, symposiums and scientific cooperation activities.;

ML - Motivation Letter. Describes the relevance of the scientific trajectory to the profile, the relevance of the candidate's publications in the project area and, in general, what are his/her personal career goals.

- 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 candidates with a score of 4,0 values are approved for the application of next phase of the evaluation method, as referred in point 10, which includes an Interview (INT).
- 10.7. Candidates with an absolute merit score lower than the one provided in the previous point are considered immediately excluded.
- 10.8. The Interview (INT) aims to obtain explanations about the curricular elements and additional information, as well as to evaluate the attitude profile and the motivation of the candidate.
- 10.9. At the Interview (INT), with a duration of 20 minutes, the following parameters and criteria will be applied: critical attitude and sense (ASC), candidate motivation (MTV) and overall appreciation (AG), represented in the formula $INT = 0,35ASC + 0,45MTV + 0,20AG$, and expressed on the numerical scale of 0 to 5 values.
- 10.10. Candidates who score less than 4,2 values in the weighted average between STCA (90%) and INT (10%) will be excluded after this phase.
- 10.11. The position may only be awarded to candidates whose final grade is 4,2 values 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 1 (one) doctoral position in the scientific area of Statistics, according to a notice published in the Diário da República no. __, 2nd series, of __/__/__, with Ref. CTTI-156/19-CBMA(1).

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)