

**New University of Lisbon**

**NOVA School of Science and Technology**

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Deadline: 01/04/2024

**Opening of an International Competition for the recruitment of 1 Assistant Researcher  
for a scientific research career in a private law regime**

Pursuant to paragraph 1 (b)) of article 21 of the Statutes of NOVA School of Science and Technology, homologated by the Normative Dispatch no 3/2020, of February 6, published in the DR, 2ª série, no 26, of February 6, the Director of the NOVA School of Science and Technology of New University of Lisbon, Prof. Doctor José Júlio Alves Alferes, makes it known that, by order of 15/02/2024, from the Rector of New University of Lisbon, Prof. João Sàágua, is open, for a period of 15 working days from the day immediately following the publication of this Notice in the Diário da República, an international documentary competition, with internal reference **DCEA-CHANGE-IA-EA**, for the recruitment of 1 Assistant Researcher, under an individual open-ended employment contract, under the terms of the Labour Code and under Regulation no 393/2018 of June 28, in scientific area of Environmental Sciences and Engineering, subarea Circular Economy, within the scope of the CHANGE Associated Laboratory project, with reference LA/P/0121/2020, financed by the Foundation for Science and Technology, I.P., to be developed by the Centre for Research in Environment and Sustainability (CENSE).

This recruitment procedure follows the provisions of Regulation no. 393/2018, 28<sup>th</sup> of June, published in Diário da República, no. 123, 2<sup>nd</sup> Serie, 28<sup>th</sup> of June of 2023, Regulation no. 872/2019, 12<sup>th</sup> of November, Decree-Law no. 63/2019, 16<sup>th</sup> of May, Labour's Law Code (approved by Law no. 7/2009, 12<sup>th</sup> of February), and other relevant national and European legislation.

In compliance with paragraph h) of article 9 from the Constitution of the Portuguese Republic, Universidade NOVA de Lisboa, as an employer, actively promotes a policy of non-discrimination and equal opportunities between men and women in access to employment and professional progression, scrupulously providing in order to avoid any and all forms of discrimination based on ancestry, age, sex, disability, sexual orientation, chronic illness, nationality, ethnic origin or race, religion or political beliefs.

**I – Workplace**

The work place is located at facilities of the Faculty of Science and Technology of Universidade NOVA de Lisboa, in Campus of Caparica, Almada, and the worker should make all journeys, either in Portugal or abroad, related to his functions or needed to develop his activity.

**II – Functions and Activities**

1. NOVA FCT has been awarded with LA/P/0121/2020, since 01/01/2021 till 31/12/2025, with the purpose of finance the LA CHANGE in the first five years after its establishment.

2. The selected candidate will work as an Assistant Researcher at FCT NOVA, and will be responsible for the design, development and execution of scientific research work that is aligned with the CHANGE strategy, especially its thematic line 4, and CENSE. In this context, the work to be developed in the area of Circular Economy must be focused on at least one of the following topics:

- a) recovery of resources and raw materials;
- b) business models and circularity strategies;
- c) circular production, logistics, transport and consumption systems;
- d) circularity assessment.

The Assistant Researcher will be recruited under private law and full dedication, which implies the renunciation of the exercise of any paid function or activity, public or private, including the exercise of a liberal profession, applying the rules provided for in article 52 of the Scientific Research Career Statute.

3. The position to be filled within the scope of this international call is aligned with the Sustainable Development Goals (SDGs) of the 2030 Agenda: directly or indirectly with all SDGs, with particular focus on SDG 6, SDG 9, SDG 11, SDG 12, SDG 14, SDG 15 and SDG 17.

### **III – Wage positioning**

Under the terms of Regulation no. 393/2018, of 28 June, the contract to be concluded will have a basic salary of €3,446.76, corresponding to the 1<sup>st</sup> remunerative position, remunerative level 54A.

### **IV – Admission Requirements**

According to no. 1 of article 11.<sup>o</sup> from the Statute of the Scientific Research Career (ECIC - Decree- Law no. 124/99, of 20 April), it is a general requirement for applying to the present recruitment process, to hold a PhD degree and to have a relevant scientific curriculum in the area of this recruitment procedure.

Therefore, candidates to the present recruitment procedure must have a PhD in the field of Environmental Sciences and Engineering or related areas, duly registered and/or recognised in Portugal [mandatory requirement], and meet the following minimum admissibility requirements

- a) A minimum of 10 years of proven post-doctoral research or professional experience in the areas of resource recovery and critical raw materials, business models and circularity strategies, circular production systems, logistics, transport and consumption, or circularity assessment;
- b) Proven experience in coordinating or participating in research projects;
- c) Proven ability to attract financing in R&D or extension projects;
- d) Authorship and/or co-authorship of at least 10 scientific articles, being 1st author in at least 2 of these articles.

Other requirements: A good command of the English language, motivation for research assessed by the motivation letter, good work capacity and a spirit of initiative will be considered essential.

## V - Application's instruction

1. The application must be instructed by filling in the respective application form, which is available at <https://www.fct.unl.pt/en/faculdade/concursos/investigadores>.
2. The application process must be accompanied by documentation in Portuguese or English.
3. The application should be submitted preferably by email, in person or by post, containing the following documents:
  - a) Curriculum Vitae of the candidate, which must include:
    - I. The identifications "Researcher ID", "Scopus Author ID" and "Google Scholar ID";
    - II. Research and development activities and all other activities considered relevant to this tender procedure, in accordance with the terms of this announcement;
    - III. Scientific and technological development plan – the candidate must present, in a concise way (min. 2 pages), a scientific and technological development plan framed in the subject area of the competition, in accordance with the activities and functions to be performed and articulated with the results of their scientific activity and previous professional experience, as well as their academic and professional training.
  - b) Certificate proving the Doctor's degree in the disciplinary area or similar to which the competition relates;
  - c) Published works, mentioned in the Curriculum Vitae, namely the most representative ones, with regard to their contribution to the development and evolution of the disciplinary area in which the competition is opened;
  - d) Declaration, under oath, that if the jury chooses to request the documentation indicated in the previous paragraphs or any other scientific documentation mentioned in the candidate's Curriculum Vitae, it will be delivered within 10 (ten) working days;
  - e) Other documents that candidates deem relevant for the analysis of their application;
4. If there's a member of the jury who does not speak Portuguese fluently, the pronunciation documents must be presented necessarily in English, in the context of the prior hearing of candidates and complaints that must be considered by the jury.
5. Application must be accompanied by the documents listed in paragraph 3, otherwise it will be excluded.

## VI – Application's presentation

1. The documents supporting the application must be submitted by the 15<sup>th</sup> working day, counting from the day following the publication of this Notice in the Diário da República.
2. Candidates will submit their application documents, in PDF format, by email to the following address: [div.rh.recrutamento@fct.unl.pt](mailto:div.rh.recrutamento@fct.unl.pt).

## **VII – Motives for exclusion**

Reasons for exclusion from the competition:

- a) No fulfil basic requirements;
- b) Incorrect application's formalization;
- c) No deliver the required documents, as requested in no. 3, title V, or deliver them on an illegible, incorrect fulfilling or invalid way.

## **VIII - Evaluation Parameters**

1. In this call the candidates' ability and performance will be evaluated in the various parameters under the terms of article 16 of ECIC.
2. The curricular evaluation of the various candidates in each of the parameters described below shall take into consideration the scientific area in which the call is open.
3. The parameters to be taken into consideration in the curricular evaluation of the candidates, in each of the sections, are as follows:
  - a) Quality of scientific and technical work (QSTW);
  - b) Professional experience and training (PET);
  - c) Contributions in scientific supervision activities (CSA);
  - d) Participation in management bodies (PMB);
  - e) Provision of services to the community (PSC);
  - f) Scientific and technological development plan (STDP).

## **IX – Interview**

1. The Jury will deliberate at the first meeting on the need to carry out an interview with all or some of the candidates.
2. The interview, if held, will have a maximum weight of 10 per cent of the total assessment;
3. The purpose of the interview is to obtain clarification or make explicit elements contained in the candidates' Curriculum Vitae.

## **X - Classification by absolute merit of candidates**

1. According to no. 1 of article 27.º of the ECIC, the jury will deliberate on the admissibility on absolute merit of the candidates, by justified nominal vote, expressed by the formulas “Rejected” or “Approved”.
2. Each member of the jury presents a justified rejection or approval proposal for each of the candidates, in accordance with no. 1 d) of article 19.º of the ECIC.

3. The candidate who succeeds in obtaining a favourable vote of more than half of the members of the jury is considered approved on absolute merit.

#### **XI – Ordering and voting methodology**

1. Once the candidates who have passed in absolute merit have been identified, the jury will proceed to rank them in relative merit.
2. Each member of the jury shall perform a curricular evaluation of the candidates by presenting a written opinion, to be later included in the minutes, in which they propose the ordering of the candidates based on the evaluation criteria indicated in this notice, scoring each candidate for each criterion on a numerical scale from 0 to 100 points.
3. The evaluation criteria indicated shall be weighted as follows:

**a) Quality of scientific and technical work (QSTW): 40 %**

The relevance of the results obtained by the candidate will be considered, with emphasis on scientific production and demonstrated ability to obtain national and international funding;

**b) Professional experience and training (PET): 25 %**

The candidate's previous experience and their potential to carry out the research tasks foreseen in the competition will be considered.

**c) Contributions to scientific orientation activities (CSA): 5 %**

Experience in supervising master's and doctoral students in the scientific area of the call for applications.

**d) Participation in management bodies (PMB): 5 %**

The national and international experience in managing research projects and research teams will be considered.

**e) Provision of services to the community (PSC): 10 %**

With particular emphasis on experience with project in collaboration with industry, public organizations and other interested parties.

**f) Scientific and technological development plan (STDP): 15 %**

Focusing on the quality of the scientific and technological development plan proposed for the next five years.

4. The ordering of the "Approved" candidates is done by voting of the members of the jury, respecting the ordering presented in the opinion referred to in the previous number, in the following terms:

**a) The first vote is intended to determine the candidate to be placed in first place;**

- b) In the voting referred to in the previous paragraph, if a candidate obtains more than half of the votes to be placed in first place, he will be ranked in this position;
- c) If the situation referred to in the previous paragraph does not occur, a new vote is held, only among the candidates who obtained votes for the 1st place, after removing the candidate least voted for that place in the previous vote;
- d) If there is more than one candidate to be withdrawn, due to an equal number of votes, with a minimum of one vote each, a vote is held only on these candidates to determine the candidate to be withdrawn from the next vote; in this voting, each member will vote, among the candidates with equal votes, for the candidate who occupies the lowest position in the ordering contained in his/her opinion;
- e) If there is a tie, the tiebreaker is done through the tiebreaker vote or casting vote of the president of the jury, under the terms of no. 3 of article 19.º of the ECIC;
- f) Voting is repeated until it is determined, by the procedure described above, which candidate to rank first. If there are only two candidates left and each one of them gets half of the votes, the tiebreaker is done through the casting vote of the president of the jury;
- g) Once the candidate for first place is chosen, he is removed from the voting and the whole process is repeated for second place and so on until an ordered list of all candidates is obtained.

## **XII – Notifications and Applicant’s Audience**

1. There is a prior hearing, under the terms of the Code of Administrative Procedure, of candidates who have been rejected, and of candidates ordered in place of the ordering list of candidates that cannot be provided in the job position in the competition.
2. Notifications are sent by email.
3. The tender process can be consulted by the candidates, at the Human Resources Division of FCT NOVA, under the terms indicated in the aforementioned notification.

## **XIII - Jury’s composition**

### **President:**

Doctor *José Júlio Alves Alferes*, Full Professor and Dean of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*, by delegation of competence.

### **Effective Members:**

Doctor *Maria Teresa Moreira Vilar*, Full Professor of *Escola de Engenharia da Universidade de Santiago de Compostela*;

Doctor *Cristina Maria Filipe Máguas da Silva Hanson*, Associate Professor of *Faculdade de Ciências da Universidade de Lisboa*;

Doctor *Maria Margarida da Cruz Godinho Ribau Teixeira*, Associate Professor of *Universidade do Algarve*;

Doctor *José Vicente Ferreira*, Coordinating Professor with Aggregation of *Instituto Politécnico de Viseu*;

Doctor *Rui Jorge Fernandes Ferreira dos Santos*, Full Professor of *Faculdade de Ciências e Tecnologia, Universidade Nova de Lisboa*;

Doctor *Nuno Miguel Ribeiro Videira Costa*, Associate Professor of *Faculdade de Ciências e Tecnologia, Universidade Nova de Lisboa*;

#### **XIV - Decisão final**

1. Jury's final decision will be homologated by the FCT NOVA Director, who's responsible to decide about the recruitment's decision.
2. All candidates will be notified about jury's final decision homologation.

#### **XV - Data protection**

In accordance to the RGPD – General Data Protection Regulation, collected data will be processed exclusively for the purpose of application's processing, due to this recruitment procedure.

#### **XVI – Final provisions and interpretative prevalence**

1. The Jury in this procedure is responsible for decide about his conduction, eventual doubts and complains, according to Regulation no. 393/2018, 28<sup>th</sup> of June, and furthermore applicable rules from the Administrative Procedure's Code (approved by Decree-Law no. 04/2015, 07<sup>th</sup> of January).
2. For interpretative purposes, in case of doubt, the text of the opening notice published in Portuguese shall prevail over the notice published in English.

And for the record, this Notice is published.

February 16, 2024 - The Dean - Prof. Doutor José Júlio Alves Alferes