



NOTICE

1 – In accordance with the *Estatuto da Carreira de Investigação Científica* (Career Statute for Scientific Researchers, hereinafter referred to as ECIC), approved by Decree-Law no. 124/99, of 20 April, amended by Law no. 157/99, of 14 September, and paragraph 1(d) of article 49 of the Statutes of the *Escola Superior de Enfermagem de Coimbra* (Nursing School of Coimbra, hereinafter referred to as ESEnC), approved by Legislative Order no. 50/2008 of 09 September, published in *Diário da República*, 2nd series, no. 185, of 24 September, as well as in accordance with Law no. 35/2014, of 20 June, in its current wording – General Labor Law in Public Functions, and Decree no. 233/2022 of 9 September, it is hereby made public that, by Order no. 49 of 1 August 2024 of the President of ESEnC, for 30 working days from the publication of this notice in *Diário da República*, an (international) document-based tender is open for the recruitment of four (4) Assistant Researchers under a public service employment contract of unspecified duration, corresponding to the vacant positions that are foreseen and not filled in the ESEnC staff map, in the areas indicated for each profile defined below, in the ESEnC's Scientific Research Career of ESEnC.

The activities to be carried out will be integrated into the work plan of the *Unidade de Investigação em Ciências da Saúde: Enfermagem* (Health Sciences Research Unit: Nursing, hereinafter referred to as UICISA: E) of ESEnC.

2 – Category: Assistant Researcher

3 – Vacancies: 4

1. Assistant Researcher for Citizen Science Research (FCT-Tenure Ref. 2023.11583.TENURE.001)
2. Research Assistant for Evidence-Based Healthcare Research (FCT-Tenure Ref. 2023.11583.TENURE.002)
3. Assistant Researcher for Experimental and Applied Research in Healthcare Technologies (FCT-Tenure Ref. 2023.11583.TENURE.003)
4. Assistant Researcher for Person-Centered Oncology Nursing Research (FCT Tenure Ref. 2023.11583.TENURE.004)

4 – Validity period: this tender is valid for these positions only, expiring when the positions are taken.

5 – Workplace: ESEnC and other institutions where the School implements its activities.

6 – Functional content of the category:

6.1 – The assistant researchers hired under this tender are responsible for carrying out research and development activities on a regular basis, as well as all other scientific and technical activities within the scope of the missions of UICISA: E and ESEnC and those set out in Article 5(1) of the ECIC, in line with each of the profiles defined below:

- a) Participating in the design, development, and execution of research and development projects and in related scientific and technical activities;
- b) Managing the work developed within the projects under their responsibility;
- c) Collaborating in the development of training courses in research and development methodologies;



- d) Supervising the research work carried out by grant holders, research trainees, and research assistants and participating in their training;
- e) Guiding and participating in the institution's training programs.

7 – Remuneration position: The monthly salary is the amount in the single salary scale equivalent to the salary corresponding to rate 195 of the first level of the Assistant Researcher category, as set out in Annex 1 to Decree-Law no. 124/99 of 20 April, as amended by Law no. 157/99, of 14 September, on an exclusive basis.

8 – General and special admission requirements:

8.1 – General requirements: Under the terms of article 17 of Law no. 35/2014, of 20 June – General Labor Law in Public Functions:

- a) Portuguese nationality, unless otherwise provided for by the Constitution, an international convention, or a special law;
- b) 18 years of age;
- c) Not be inhibited from holding a job in the public sector nor forbidden to perform the intended position;
- d) Be in good health and possess the psychological profile required for the job;
- e) Have complied with the compulsory vaccination requirements.

8.2 – Special requirements:

Candidates must hold a Ph.D. degree in Nursing, Health Sciences, or Social Sciences.

8.3 – Candidates with foreign Ph.D. qualifications must comply with the terms of Decree-Law No. 66/2018 of 16 August and meet the specific conditions set out therein when submitting their application.

9 – Application:

9.1 – Candidates must submit their application, signed, dated, and addressed to the President of ESEnC by postal mail (registered letter with return receipt) to the following address: *Serviço de Recursos Humanos da Escola Superior de Enfermagem de Coimbra, Avenida Bissaya Barreto, 3004-011 Coimbra* or in person at that address between 09:30-12:00 and 14:00-16h:30 until the deadline established. The application must include the following elements:

- i) Full identification (full name, date of birth, nationality, identification document/card number, postal address and email address, and telephone number);
- ii) Academic qualifications and/or professional/academic titles;
- iii) Professional category, subject area or subarea in which the candidate is currently integrated, and time of service as a higher education faculty member;
- iv) Any other information that the candidate considers may influence the assessment of their merit or constitute grounds for legal preference;
- v) Identification of the tender and the position to which the candidate is applying, indicating the edition of *Diário da República* in which this notice was published;
- vi) List of the documents sent with the application;
- vii) Date and signature.

9.2 – Candidates must send the following documents on a USB flash drive, properly numbered and identified.

- i) Curriculum vitae, including all the information relevant to the evaluation of the application and organized in accordance with the selection and ranking criteria in this notice;



- ii) Certificate(s) stating that the candidate holds the required Ph.D. degree and the date on which the degree was obtained;
- iii) The documents attached to the application must be in Portuguese or English if this is the original language. Certified translations of all foreign language documents must be submitted with the application;
- iv) Non-editable list identifying all the documents submitted with the application (name of each file).

9.3 – Candidates must submit all the documentation attesting to the fulfillment of all curricular requirements corresponding to the sub-criteria/criteria of the grading system approved by the jury. The same curricular element may only appear in one sub-criterion.

9.4 – Deadline for submission: Applications must be submitted within 30 working days of the date of publication of this notice in the *Diário da República*.

10 – Candidates who do not submit their application correctly, who do not submit all the documents required in point 9.2 of this notice, who submit illegible or invalid documents, or who do not meet all the requirements set out in this notice, will be excluded from this tender. In case of doubt and for admission to the tender, the jury may request the candidates to produce supporting documents to their declarations.

11 – False statements made by candidates are punishable by law.

12 – Profile of candidates, Selection methods, and Evaluation criteria

12.1 – Profile of candidates for vacant positions:

Profile for position 1. Assistant researcher for Citizen Science Research (FCT-Tenure Ref. 2023.11583.TENURE.001) – Candidates must hold a Ph.D. degree in Nursing, Health Sciences, or Social Sciences and possess knowledge about Citizen Science, particularly with regard to engaging citizens as co-creators of science. They should also have specialized knowledge of Citizen Science, expertise in qualitative and quantitative research methodologies, effective science communication skills, and experience working with diverse communities.

Profile for position 2. Assistant research for Evidence-Based Healthcare Research (FCT-Tenure Ref. 2023.11583.TENURE.002) – Candidates must hold a Ph.D. degree in Health Sciences, preferably Nursing, and have knowledge of evidence-based healthcare. They must also have expertise in the synthesis, transfer, and implementation of evidence, as well as methodological knowledge and experience in conducting systematic reviews, including the construction of advanced database search strategies, and in implementing projects to translate the best evidence into clinical practice.

Profile for position 3. Assistant researcher for Experimental and Applied Research in Healthcare Technologies (FCT-Tenure Ref. 2023.11583.TENURE.003) – Candidates must hold a Ph.D. degree in Nursing or other Health Sciences or related fields (e.g. relevant Social Sciences) and have experience in healthcare technology development. Candidates should have experience in identifying priority research areas in healthcare technology innovation, designing and implementing innovative research projects that specifically address health needs, and building a strong network with technology/industry partners, regulators, notified bodies, patients, and health professionals. Among the core competencies expected, candidates should have expertise in qualitative and quantitative



research methodologies that are essential throughout the development cycle of healthcare technologies, such as medical devices.

Profile for position 4. Assistant researcher for Person-Centered Oncology Nursing Research (FCT Tenure Ref. 2023.11583.TENURE.004) – Candidates must have a Ph.D. degree in Nursing or a related field, with a specialized focus on oncology. Candidates should have a thorough knowledge of the principles of person-centered care and their application in oncology nursing. Candidates should have experience in qualitative and quantitative research methodologies related to complex health interventions.

12.2 – Selection Methods

12.2.1 – Absolute merit: Absolute merit will be awarded to candidates whose curriculum vitae is considered by the jury to be suitable for the positions to be filled, that is, the merit of their scientific and technical work, as well as their professional experience and training, compatible with the category and the position applied for. This evaluation will consider the following criteria:

- i) Participation in the design, development, and implementation of research projects and/or research lines in R&D units;
- ii) Supervision of academic work or as part of their projects;
- iii) Experience in developing extension activities and disseminating knowledge, particularly to promote scientific culture;
- iv) Author or co-author of books, book chapters, articles in indexed journals, or other journals of relevant national and international scientific interest.

12.2.1.1 – The jury will decide on the admission or exclusion of the candidates on the grounds of absolute merit by means of a roll-call vote, based on the fulfillment or non-fulfillment of the requirements set out in point 12.2.1, and by an absolute majority of the favorable votes of the members present at the meeting.

12.2.2 – Relative merit: Selection will be made by evaluating the candidates' scientific and curricular background and their suitability for the position(s) for which they are applying, taking into account the evaluation criteria set out in the following section.

12.3 – Evaluation parameters and criteria

12.3.1 – The relative merit of the candidates will be assessed according to the following parameters and criteria. The sub-criteria, indicators, and weightings are presented in Annex I, which forms an integral part of Minutes 1 of the first meeting of the Jury of this tender and has since been publicized in ESEnfC's usual places and on its institutional website:

A. The candidate's qualifications relevant to the position applied for, evaluated on the basis of their academic and training background, to which 5% of the score will be attributed, namely:

- a. Relevant postgraduate training
- b. Other training

B. The candidate's technical-scientific and professional performance relevant to the position applied for, evaluated on the basis of an appraisal of their work and activities, to which 90% of the score will be attributed, namely:

- a. Scientific production
- b. Science and technology dissemination actions at and through scientific events
- c. Participation in R&D projects
- d. Scientific supervision activities and participation in juries
- e. Distinction and recognition by the scientific community
- f. Participation in R&D networks and infrastructures



C. Other activities relevant to the position applied for, evaluated on the basis of an appraisal of the activities carried out by the candidate, to which 5% of the score will be attributed, namely:

- a. Services and consultancy, and community extension projects
- b. Activity as a trainer in short courses, workshops, or degree and non-degree courses

12.3.2 – The evaluation process may include an interview, which is not a selection method and is not graded, to clarify any points in the applications that the jury considers necessary. This interview may take place by video conference if the necessary technical conditions are met.

13 – Ranking method

13.1 – Candidates will be ranked on a scale of 0 to 20 points, expressed in hundredths, as shown in Annex I, which forms an integral part of this notice.

13.2 – The jury shall decide by means of a reasoned roll-call vote, with no abstentions, in accordance with the evaluation criteria adopted and published. After applying the evaluation criteria, the jury draws up an ordered list of candidates with their respective rankings.

14 – Minutes will be taken of the jury meetings, which will include a summary of the proceedings, the votes cast by each member, and the reasons for those votes.

15 – The jury has the right not to select candidates who do not have the right quality and profile in terms of absolute and relative merit.

16 – The jury must meet no later than 20 working days after the deadline for applications to examine the admission requirements and draw up a list of admitted and excluded candidates. If necessary, a hearing of the interested parties will be held in accordance with articles 121 et seq. of the *Código de Procedimento Administrativo* (Administrative Procedure Law, hereinafter referred to as CPA).

16.1 – In the event of any claims by the candidates, a new meeting will be called to consider the claims, and the parties will be notified of the jury's decision.

16.2 – No later than 5 working days after this jury meeting, the President of ESEnfC will approve the list of admitted and excluded candidates.

16.3 – The candidates will receive the list of admitted and excluded candidates by email with delivery receipt.

16.4 – The jury must meet no later than 60 days after the date of approval of the list of admitted and excluded candidates, to evaluate and draw up the final ranking list.

16.5 – If no candidates are excluded from the tender, the evaluation and drawing up of the final ranking list will take place at the meeting to admit candidates.

16.6 – Candidates will be notified by e-mail with delivery receipt of the draft final ranking list for the purposes of the hearing of interested parties, which will be held in accordance with the provisions of articles 121 et seq. of the CPA.

16.7 – Once the hearing has taken place, and after assessing and responding to any claims made by the candidates, the jury will draw up the final ranking list of the candidates.

16.8 - The final ranking of the candidates, together with the other decisions of the jury, including the admission and exclusion of candidates, will be submitted to the President of ESEnfC for approval.

16.9 – Candidates, including unsuccessful candidates, will be notified by e-mail with delivery receipt.



16.10 – In addition to the option of appealing to the administrative courts, candidates may also appeal the exclusion of their names from the final ranking list and the approval of the ranking list itself in accordance with the provisions of the CPA.

17 – This tender is intended exclusively to fill the positions indicated, may be terminated at any time prior to the approval of the final ranking list of candidates, and will expire when the positions have been filled.

18 – The ESEnfC actively promotes a policy of non-discrimination and equal access, so that no candidate may be privileged, benefited, disadvantaged, or deprived of any right or exempted from any duty on the grounds of ancestry, age, gender, sexual orientation, marital status, family situation, 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 convictions, and trade union membership.

19 – Under the terms of Decree-Law no. 29/2001, of 3 February, candidates with disabilities are accorded priority in equal ranking, which takes precedence over any other legal preference. Candidates are required to declare, under oath, their degree of disability, the type of disability, and the means of communication/expression to be used in the selection process on the application form, in accordance with the aforementioned diploma.

20 – Jury:

Chair:

Professor Maria da Conceição Gonçalves Marques Alegre de Sá – Coordinating Professor of ESEnfC

Voting members:

Professor João Luís Alves Apóstolo – Principal Coordinating Professor of ESEnfC

Professor Andreia Cátia Jorge Silva da Costa – Principal Coordinating Professor da Escola Superior de Enfermagem de Lisboa

Professor José Miguel Morales Asencio – Full Professor of the Faculty of Health Sciences of the University of Malaga

Professor Manuela Maria da Conceição Ferreira – Principal Coordinating Professor of the Higher School of Health of the Polytechnic Institute of Viseu

Professor Wilson Jorge Correia de Abreu – Principal Coordinating Professor of the Nursing School of Porto

21 – The jury approved this notice at a remote meeting held on 4 October 2024.

29 October 2024 – The President, Professor António Fernando Salgueiro Amaral