



ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR ASSISTANT RESEARCHER HIRING

The Laboratory of Instrumentation and Experimental Particle Physics (LIP) is opening an international selection tender for one position – Assistant Researcher - to carry out research in the scientific areas of Instrumentation for particle/nuclear physics and technology applications to healthcare and space, as well as computing and information technologies, in the framework of the Agreement - Programme “Procedimento Concursal de Apoio Institucional – Laboratórios Associados” (articles 17, 19 and 28 of the Scientific Employment Regulations - *Regulamento do Emprego Científico - REC*), signed between FCT and LIP. The candidate will be hired under an open-ended work contract, pursuant to the dispositions of article 28 of the Scientific Employment Regulations - *Regulamento do Emprego Científico – REC* and under the terms of the Decree-Law nº 57/2016 of 29th August updated by the law 57/2017, of 19th July.

1. Duties to perform

The candidate will carry out research in the scientific areas of Instrumentation for particle/nuclear physics and technology applications to healthcare and space, as well as computing and information technologies, involved in one of the LIP groups.

2. Jury Members

Pursuant to article 13 of RJEC, the tender selection panel shall be formed by:

- Mário Pimenta (LIP/IST - president of the Jury)
- Katharina Lorenz (IST-CTN)
- Werner Riegler (CERN)
- David Rousseau (JCLab-Orsay, Université Paris-Saclay)
- Vladimir Solovov (LIP)
- Giovanni de Lellis (University of Naples)

3. Workplace and Monthly Wage

The workplace will be in one of the LIP nodes: Lisbon, Coimbra or Braga.

The gross monthly remuneration to be paid is 3.446,765 Euros/month, corresponding to the salary level 54 of the TRU (Tabela Remuneratória Única), which is the funding amount to be awarded by FCT for employment contracts to be concluded for an open-ended period under the scientific research career (article 28 (1) (b) and (3) of the Scientific Employment Regulations - *Regulamento do Emprego Científico – REC*).

4. Admission requirements

Any national, foreign, or stateless candidates who hold a PhD in the scientific areas of the call and a scientific and professional curriculum whose profile is suited for the activities to be performed can submit an application.

In the event the doctorate degree was awarded by a foreign higher education institution, it is mandatory to obtain the recognition of the degree and the conversion of its final score to the Portuguese classification scale, complying with the provisions of Decree-Law 66/2018, of 16 August. The recognition of foreign academic degrees and diplomas must be made available for the signature of the contract.

The recognition/equivalence of foreign academic degrees, as well as the conversion of its final score to the Portuguese classification scale, can be requested to the Dean of a public Portuguese University, the Head of a Public Polytechnic Institute or the Director-General for Higher Education.

For further information, applicants are advised to carefully read Decree-Law 66/2018, of 16 August, and to visit the website of the Directorate General for Higher Education (Direção-Geral do Ensino Superior, DGES): <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition?plid=1536>

5. Submission of applications

Candidates must access and register on the electronic platform (<https://candidaturas.lip.pt/>) to submit the following documentation:

- a) Motivation letter (max. 2 pages);
- b) Detailed Curriculum Vitae;
- c) Copy of certificates or diplomas. For candidates with diplomas issued by foreign institutions, the presentation of the recognition/equivalence will be required for the signature of the contract;
- d) Two reference letters;
- e) Other documents the candidate considers relevant for their application.

Candidates shall submit their application files and supporting documentation, in a digital form, in PDF format. **The call is open from 22nd January to 05th February 2024, 17:00 (Lisbon time).**

All candidates who formalise their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting his/her statements.



False statements provided by the candidates are punished by law.

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

6. Selection Methods and Criteria

Selection is to be made based on the candidate's scientific and curricular background, as well as on the content and performance of the public presentation and the interview to be conducted by the selected candidates. Only the first 6 candidates with the best scores in the ranking resulting from the assessment of the background and CV will be called for the public presentation and the interview.

Scientific and curricular background evaluation focuses on the relevance for the areas of activity in which the call is open, quality and topicality:

- a) of the scientific, technological production in the last five years, deemed most relevant by the candidate;
- b) of the adequateness of the candidate's profile and of his/her motivation letter to the development of the activities related to the LIP research lines previously mentioned;
- c) of the knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of scientific culture and practices, deemed most relevant by the candidate;

The assessment of the scientific and curricular background (SCB) is stated in a zero (0) to one-hundred (100) scale.

The assessment procedure includes a public presentation (20 mn) with no questions for a number of candidates to be selected by the panel members and a private interview with the panel members. The presentation and the interview shall be in person, although both can be held *remotely* in cases *duly justified* and authorized by the Chairperson.

The assessment of the public presentation (PP) is stated in a zero (0) to one-hundred (100) scale and will take into account the skills demonstrated by the candidates during the presentation. The presentation is open to the public.

The interview (I) is private and aims to clarify aspects related to the results of the candidates' previous research and their possible integration on the scientific areas for which the tender is open.

The assessment of the interview (I) is stated in a zero (0) to one-hundred (100) scale, taking into account the two parameters previously mentioned: performed activities, activities to be performed.

The evaluation of each panel member (EP) is stated as follows:

- 60 % - Assessment of the scientific and curricular background (SCB),

- 30% - Public presentation (PP)
- 10% - Interview (I)

The final classification (FC) of each candidate is obtained by the sum of the evaluation of each panel member (EP) divided by the number of the panel members (NP).

$$EP = (SCB \times 60\%) + (PP \times 30\%) + (I \times 10\%)$$
$$FC = EP/NP$$

The final classification is graded on a scale of zero (0) to one-hundred (100).

The panel members shall deliberate by means of roll-call vote, justified under the adopted and disclosed selection criteria, with no abstentions allowed.

Minutes of the panel meetings will include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever requested.

After selection criteria application, the panel members shall prepare an ordered list of the approved candidates with corresponding classifications. The panel's final decision shall be validated by the head of the institution, who is also responsible for the hiring.

7. Selection Process

7.1 First meeting

The Panel Members decide, first, on the admission and exclusion of applications, according to the requirements and the adequateness of the candidates' background in the scientific areas for which the tender is open. After deciding on the admission and exclusion of candidates, the panel members begin the procedures relating to the phased application of the selection methods.

The Panel Members assess 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 areas for which the tender is open, according to the selection criteria and evaluation parameters described in the present tender. The candidates' merit and experience in other areas shall not therefore be taken into consideration by the panel members. The ranking of the candidates in the SCB method is based on the scores given to each candidate.

Only the first 6 candidates with the best scores in the ranking resulting from the assessment of the background and CV will be called for the public presentation and the interview.

Candidates both excluded and admitted to the public presentation and interview shall be notified by email to the address indicated in their applications.

7.2 Second meeting

The panel members evaluate the public presentation and conduct the interview with the admitted candidates. The panel members shall only consider the merit of the candidates based on their experience in the scientific areas for which the tender is open. The interview is conducted by the Chairperson, although other panel members may also interact with the candidate. The public presentation and interview shall be held in English.

Candidates who fail to attend the public presentation and 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.

After the public presentation and the conducting and scoring of the interviews, the panel members calculate the final score and rank the candidates approved in both methods by applying the formula defined in the present tender.

The notification of the draft's final decision to the candidates, which contains the list with the proposed ordering of the successful candidates as well as the list of the excluded candidates, is made according to the terms defined in the present tender.

Pursuant to article 121 of the Administrative Procedure Code, after notified, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 days, from application deadline.

7.3 Third meeting

If any of the candidates exercises their right to be heard, the panel members shall hold a third meeting in order to analyse the request, and the candidates will be notified of its deliberations, under the terms of the present tender.

If the panel members find the candidates' allegations well founded, it shall proceed according to its deliberations, thereby notifying the candidates under the terms of the present tender.

If the panel members find such allegations unfounded, following the candidates' notification under the terms of the present tender, the procedure shall then be submitted to the head of the institution for approval.



All the candidates will be notified regarding the approval decision under the terms of the present tender. The administrative records of the tender may be consulted by the candidates, through prior scheduling, requested by sending an e-mail to natalia@lip.pt.

8. Notification of the candidates

Both admitted and excluded candidate list and final classification list shall be published in the LIP website: <http://www.lip.pt> and all candidates shall be notified by email with delivery receipt.

9. Non-discrimination and equal access policy

LIP actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to article 3 (3) of Decree-Law no. 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication/expression means to be used during selection period on their application form, under the regulations above.

10. Applicable Legislation

- Decree-Law no. 57/2016 of 29th August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), updated by the Law n.º 57/2017, of 19th July.
- Scientific Employment Regulations - *Regulamento do Emprego Científico – REC*
- Decree-Law n.º 124/99, of 20th April – Scientific Research Career
- Labour Code approved by Law no. 7/2009 of 12th February, under its current reading