



NURSING SCHOOL OF COIMBRA
NOTICE

1. Under the terms laid out in Article 33 of the 2025 State Budget Law, approved by Law No. 45-A/2024 of 31 December, authorizing the Nursing School of Coimbra (hereinafter referred to as ESEnC) to hire regardless of the legal relationship established, it is hereby made public that, by Order of 31 March of the President of ESEnC, for 10 working days from the publication of this notice in *Diário da República*, an international public tender is open for the recruitment of one (1) Ph.D. Assistant Researcher under a fixed-term public service employment contract, for conducting scientific research and technological development activities in the field of nursing, sociology, psychology, and management/administration, or similar, under the terms of Article 57(1. i.) of Law No. 35/2014, of 20 June, in its current wording. This position will have a duration of three years and will be renewable annually up to the maximum duration of the **INOVC+ — Innovation Ecosystem for Knowledge and Technology Transfer in the Central Region** project.

2. The Assistant Researcher hired under this tender is 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 mission of the Health Sciences Research Unit: Nursing (hereinafter referred to as UICISA: E) at ESEnC and those set out in Article 5(1) of the Scientific Research Career Statute (hereinafter referred to as ECIC), in line with each of the profiles defined below:

- Supporting the creation and development of a Technology Transfer Office (TTO) at ESEnC;
- Participating in INOVC+ training actions for science and technology managers, as well as Technology Transfer (TT)-related events, regional networking meetings, and international benchmarking missions;
- Collaborating with ESEnC researchers in the identification of R&D+I outputs with commercial potential and in the TT process;
- Participating in and preparing ESEnC researchers for INOVC+ TT programs;
- Disseminating and promoting applications for ARISCA C, co-organizing the Health Exhibition, and participating in and preparing ESEnC researchers for other INOVC+ Fairs and/or Technology Exhibitions;
- Visiting companies and organizing company visits to ESEnC;
- Organizing awareness-raising actions to encourage companies to engage in R&D+I and participating as a regional Tech Broker;
- Providing technical support for Intellectual Property protection and technical-scientific advice for ignition projects and proofs of concept, as well as technical support and monitoring for the valorization and dissemination of ESEnC R&D+I projects;
- Supporting the dissemination of actions and outputs carried out by ESEnC within the scope of INOVC+.

3. This international public tender is open under the terms of Decree-Law No. 57/2016, of 29 August, as amended by Law No. 57/2017, of 19 July, which approves the regime governing the recruitment of Ph.D. holders intended to foster scientific and technological employment in all areas of knowledge (hereinafter referred to as RJEC), and the General Labor Law in Public Functions (hereinafter referred to as LTFP) approved in the annex to Law No. 35/2014, of 20 June, in its current wording.

4. Pursuant to Article 16 of Decree-Law No. 57/2016, of 29 August, as amended by Law No. 57/2017, of 19 July, this does not require the authorization from the members of the Government responsible for the areas of Finances and Public Administration, as specified in Article 7(3) of Law No. 35/2014, of 20 June, which approved the LTFP as an annex, or the favorable preliminary opinion from the members of the Government responsible for the areas of Finances and Public Administration, as referred to in Article 30(5) of the LTFP.

5. Pursuant to Article 13 of the RJEC, the tender jury shall comprise the following members:



- Chair: Ph.D. Professor Pedro Miguel dos Santos Dinis Parreira
- Members: Ph.D. Professor Anabela de Sousa Salgueiro Oliveira, and Professor Hugo Leiria Neves;
- Alternate Member: Ph.D. Professor Pedro Miguel Lopes de Sousa.

In the event of the Chair's absence or impediment, the first member will replace them.

6. The workplace for this position is at UICISA: E of the ESEnFC.

7. The monthly salary to be paid shall be €2,523.37 pursuant jointly to Decree-Law No. 57/2016, of 29 August, as amended by Law No. 57/2017, of 19 July, and Regulatory Decree No. 11-A/2017, of 29 December, corresponding to rate 195 of the first level of the Assistant Researcher category and levels 36 and 37 of the Single Salary Scale, approved by Ministerial Order No. 1553-C/2008, of 31 December.

8. This tender is open to Portuguese citizens, nationals of other countries, and stateless persons with a Ph.D. degree in nursing, sociology, psychology, management/administration, or similar fields and a scientific and professional curriculum with a profile appropriate to this position. In the case of doctoral degrees awarded by non-Portuguese higher education institutions, said degree must meet the requirements outlined in Decree-Law No. 66/2018, published in *Diário da República*, 1st series, No. 157, of 16 August, and all the required formalities must have been completed before the closing date for the submission of applications.

9. The requirements laid out in Article 17 of the LTFP are general requirements for admission.

10. Pursuant to Article 5 of the RJEC, selection will be based on the assessment of the scientific and curricular background of each candidate.

11. The assessment of candidates' scientific and curricular background will take into account the relevance, quality, and timeliness of:

- a) The scientific, technological, cultural, or artistic production of the past five years considered most relevant by the candidate;
- b) The educational and research activities related to outreach and engagement with society developed in the past five years and considered by the candidate to have the greatest impact;
- c) The research activities as part of research projects financed by public funds, through national or international programs, or other projects of relevant interest for the development of the scientific field for which the application is made.

12. The jury may extend the five-year period referred to in the previous paragraph at the candidate's request if said candidate has suspended their scientific activity for socially protected reasons, namely parental leave, prolonged serious illness, or other legally protected situations that justify absence from work.

13. The following assessment criteria will be used:

- a) Experience in R&D projects;
- b) Academic qualifications and training relevant to the project;
- c) Data analysis skills;
- d) Scientific publications;



e) Other skills relevant to the project.

14. The final classification (CF) for candidates will be obtained through two selection methods: i) Assessment of Scientific and Curricular Background (APC), weighted at 90% ($a*0.3 + b*0.2 + c*0.2 + d*0.2 + e*0.1$); and ii) Interview (E), weighted at 10%, after clarifying the merit of the research results of the candidates in the scientific field of this tender.

The final classification, on a scale from 0 to 20 points, is obtained through the following formula:

$$CF = (APC \times 90\%) + (E \times 10\%).$$

15. The jury will make its decision by means of a substantiated roll-call vote based on the selection criteria adopted and advertised. Abstentions are not permitted.

16. A record will be kept of the jury's meetings, containing a summary of the proceedings, the votes cast by each member, and the reasons for each vote. These minutes will be made available to candidates upon request.

17. Once the selection criteria have been applied, the jury shall draw up an ordered list of admitted candidates with their respective scores.

18. The jury's final decision will be ratified by the institution's chief executive officer, who will also be responsible for the recruitment decision.

19. Application submission:

19.1. Applications and the entire selection process will be carried out via the ESEnFC Selection Procedures platform. Candidates must start the process by registering following the instructions available on the platform and using the following link: <https://recrutamento.esenfc.pt>.

19.2 The application must be accompanied by a letter of motivation and documentary evidence of the conditions provided for in point 8 for admission to this tender, namely:

- a) copies of certificates or diplomas;
- b) detailed *curriculum vitae*, dated, signed, and organized as indicated in point 13.

20. Candidates who submit their applications incorrectly or who fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the jury is entitled to request any candidate to present further documentation supporting their statements.

21. False statements provided by candidates shall be punished by law.

22. The list of admitted and excluded candidates, as well as the final ranking list, will be available at the ESEnFC facilities and on its website, and candidates will be notified via the ESEnFC Selection Procedures Platform.

23. Preliminary hearing and deadline for final decision: Pursuant to Article 121 of the Code of Administrative Procedure, after being notified, the candidates are given 10 working days to express their views. The jury's final decision shall be issued up to 90 days after the deadline for application submission.

24. This tender has the sole purpose of filling the position advertised. It may be cancelled up until the final ranking list of candidates is ratified, and it will expire once the position has been filled.



25. Pursuant to Article 6(5) of Decree-Law No. 57/2016, of 29 August, ESEnFC clarifies that it is not in its strategic interest to open international public selection tenders for scientific research careers or for teaching careers in higher education.

26. Non-discrimination and equal access policies: ESEnFC actively promotes a policy of non-discrimination and equal access, according to which no candidate may be privileged, favored, disadvantaged or deprived of any right or exempted from any obligation based on, in particular, ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

27. In accordance with Decree Law No. 29/2001, of 3 February, candidates with disabilities take precedence in the event of a tie, said precedence prevailing over any other legal preference. Candidates must declare on the application form, under oath, their degree of incapacity, the type of disability, and the means of communication or expression to be used in the selection process, in accordance with the aforementioned law.

28. This tender shall also be published on the BEP - *Bolsa de Emprego Público* (Governmental Public Employment Portal) and, in Portuguese and English, on the websites of the Portuguese Foundation for Science and Technology (FCT) and ESEnFC, pursuant to Article 11 of Decree-Law No. 57/2016, of 29 August.

29. International public tender under the **INOVC+ – Innovation Ecosystem for Knowledge and Technology Transfer in the Central Region** project, funded by Centro 2030-FEDER-01427300, through Notice: Centro2030-2024-35.

09 April 2025 - The President, Ph.D. Professor António Fernando Salgueiro Amaral