



1 – In accordance with the *Estatuto da Carreira de Investigação Científica* (Career Statute for Scientific Researchers, hereinafter referred to as ECIC), approved by Law No. 55/2025 of 28 April; 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 ESEnfC), approved by Legislative Order No. 50/2008 of 9 September and published in *Diário da República*, 2nd series, No. 185, of 24 September; as well as 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. 30 of 29 May 2025 of the President of the ESEnfC, for a period of 30 working days from the publication of this notice in the *Diário da República*, an (international) document-based tender is open for the recruitment of one (1) Assistant Researcher under a public service employment contract of unspecified duration. This position corresponds to a vacant post foreseen and not filled in the ESEnfC staff map, in the area indicated below, within the Scientific Research Career of the ESEnfC.

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 the ESEnfC.

2 – Category: Assistant Researcher

3 – Vacancies: 1

1. Assistant Researcher for Person-Centered Nursing Research (FCT-Tenure Ref. 2023.11583.TENURE.004).

4 – Validity period: This tender is valid for this position only and expires once the position is filled.

5 – Workplace: ESEnfC and other institutions where the School carries out its activities.

6 – Functional content of the category:

6.1 – 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 UICISA: E and ESEnfC, and those set out in Article 5(1) of the ECIC, namely:

- a) Participating in the design, development, and execution of research and development projects and 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 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 corresponds to the amount set in the single salary scale for rate 195 of the first level of the Assistant Researcher category, as defined 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 public employment 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 compulsory vaccination requirements.

8.2 – Special requirements:

Candidates must hold a Ph.D. degree in Nursing.

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

9 – Application:

9.1 – Applications, duly signed, dated, and addressed to the President of the ESEnfC, must be submitted by registered mail with return receipt to: *Serviço de Recursos Humanos da Escola Superior de Enfermagem de Coimbra, Avenida Bissaya Barreto, 3004-011 Coimbra*, or delivered in person at the same address between 09:30–12:00 and 14:00–16:30 until the established deadline. Each application must include:

- i) Full identification (full name, date of birth, nationality, identification card number, postal and email address, and telephone number);
- ii) Academic qualifications and/or professional or 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 may influence the assessment of merit or constitute grounds for legal preference;
- v) Identification of the tender and the position applied for, including the edition of the *Diário da República* where this notice was published;
- vi) List of all documents attached to the application;
- vii) Date and signature.



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

- i) Detailed curriculum vitae, including all relevant information for the evaluation of the application, and organized according to the selection and ranking criteria of this notice;
- ii) Certificate(s) proving the required Ph.D. degree and its date of completion;
- iii) Documents must be presented in Portuguese or English if this is the original language. Certified Portuguese translations of all documents in other languages must accompany the application;
- iv) List identifying all documents submitted (name of each file).

9.3 – Candidates must provide all documentation attesting to compliance with the curricular requirements corresponding to the sub-criteria/criteria of the grading system approved by the Jury. Each curricular element may appear in only one sub-criterion.

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

10 – Candidates who do not submit their applications correctly, fail to provide all documents required under point 9.2, submit illegible or invalid documents, or do not meet all requirements established in this notice will be excluded from the tender. In case of doubt, and for admission purposes, the Jury may request supporting documents for the candidates' 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 the vacant position:

Position – Assistant Researcher for Person-Centered Nursing Research (FCT-Tenure Ref. 2023.11583.TENURE.004): Candidates must hold a Ph.D. in Nursing, with specialization in long-term or chronic illness, and have a thorough understanding of the principles of person-centered care and its application in nursing in such contexts. Candidates must 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 granted to candidates whose curriculum vitae the Jury deems appropriate for the position, meaning that their scientific and technical contributions, professional experience, and educational background are consistent with the requirements of the category and position applied for. The evaluation will consider:

- 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 research projects;
- iii) Experience in developing extension and knowledge dissemination activities, particularly those promoting scientific culture;



iv) Authorship or co-authorship of books, book chapters, and articles in indexed journals or other journals of relevant national or international scientific interest.

12.2.1.1 – The Jury shall decide on the admission or exclusion of candidates on grounds of absolute merit by roll-call vote, based on fulfillment or non-fulfillment of the requirements in point 12.2.1, requiring an absolute majority of favorable votes from members present.

12.2.2 – Relative merit: Selection will be made by evaluating candidates' scientific and curricular background and their suitability for the position, according to the criteria outlined below.

12.3 – Evaluation parameters and criteria:

12.3.1 – Relative merit 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 Jury meeting for this tender and has been publicized in ESEnfC's usual locations and on its institutional website:

A. Qualifications relevant to the position, evaluated based on the candidate's academic and training background – 5%

a. Relevant postgraduate training

b. Other training

B. Technical-scientific and professional performance relevant to the position, evaluated based on an appraisal of their work and activities – 90%

a. Scientific production

b. Science and technology dissemination at and through scientific events

c. Participation in R&D projects

d. Scientific supervision 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, evaluated based on an appraisal of the activities carried out by the candidate – 5%

a. Services and consultancy, and community extension projects

b. Training activities in short-term courses, workshops, or degree/non-degree courses

12.3.2 – The evaluation process may include an interview, which is not a selection method and is not graded, intended only to clarify aspects of the applications. The interview may be conducted by videoconference 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 reasoned roll-call vote, without abstentions, in accordance with the adopted and published criteria. After applying the evaluation criteria, the Jury will draw up an ordered list of candidates with their respective rankings.

14 – Minutes will be taken of all Jury meetings, including a summary of proceedings, votes cast by each member, and their respective justifications.

15 – The Jury reserves the right not to select candidates who do not meet the required quality and profile in terms of absolute and relative merit.

16 – The Jury must meet within 20 working days after the application deadline to examine 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 case of any claims by candidates, a new meeting will be held to consider them, and the parties will be notified of the Jury's decision.

16.2 – Within five working days after this meeting, the President of the ESEnC will approve the list of admitted and excluded candidates.

16.3 – Candidates will receive this list by email with delivery receipt.

16.4 – The Jury must meet within 60 days after 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 email with delivery receipt of the draft final ranking list for the hearing of interested parties, in accordance with Articles 121 et seq. of the CPA.

16.7 – After considering the hearing and any claims, the Jury will draw up the final ranking list.

16.8 – The final ranking, along with all Jury decisions, including admissions and exclusions, will be submitted to the President of the ESEnC for approval.

16.9 – All candidates, including unsuccessful ones, will be notified by email 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 indicated position. It may be terminated at any time before the approval of the final ranking list and will expire once the position is filled.

18 – ESEnC actively promotes a policy of non-discrimination and equal access, ensuring that no candidate is privileged, benefited, disadvantaged, or deprived of any right, nor exempted from any



duty, based on ancestry, age, gender, sexual orientation, marital or 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, or trade union membership.

19 – Under Decree-Law No. 29/2001 of 3 February, candidates with disabilities are given priority in cases of equal ranking, taking precedence over any other legal preference. Such candidates must declare, under oath, their degree and type of disability, as well as the means of communication/expression to be used in the selection process, as provided for in the aforementioned decree.

20 – Jury:

Chair:

- Ph.D. Professor Maria da Conceição Gonçalves Marques Alegre de Sá – Coordinating Professor at ESEnfC

Voting members:

- Ph.D. Professor João Luís Alves Apóstolo – Principal Coordinating Professor at ESEnfC
- Ph.D. Professor Andreia Cátia Jorge Silva da Costa – Principal Coordinating Professor at the Nursing School of Lisbon
- Ph.D. Professor José Miguel Morales Asencio – Full Professor at the Faculty of Health Sciences, University of Malaga
- Ph.D. Professor Manuela Maria da Conceição Ferreira – Principal Coordinating Professor at the School of Health, Polytechnic Institute of Viseu
- Ph.D. Professor Wilson Jorge Correia de Abreu – Principal Coordinating Professor at the Nursing School of Porto

21 – The Jury approved this notice at a remote meeting held on 28 July 2025.

22 September 2025 – The President, Ph.D. Professor António Fernando Salgueiro Amaral