



NOTICE

1 – According to the Scientific Research Career Statute (ECIC), approved by Law No. 55/2025 on April 28, paragraph d) of Article 49(1) of the Escola Superior de Enfermagem de Coimbra (Nursing School of Coimbra, hereafter referred to as ESEnfC) Statutes, approved by Normative Order No. 50/2008 on September 9 and published in *Diário da República* (Portuguese Government Gazette), 2nd series, No. 185 on September 24; Law No. 35/2014 on June 20, currently in effect as the General Law on Public Service Employment; and Ordinance No. 233/2022 on September 9, as amended by Order No. 32 on June 17, 2025, by the President of ESEnfC, an international document-based tender is open for 30 working days from the publication of this notice in *Diário da República* for the recruitment of one position of Assistant Researcher. This position is not currently occupied in the ESEnfC staff chart and corresponds to a permanent public service employment contract in the area indicated for the profile described below in ESEnfC's Research Career.

The activities to be performed will be integrated into the work plan of the *Unidade de Investigação em Ciências da Saúde: Enfermagem* (Health Sciences Research Unit: Nursing (hereafter referred to as UICISA: E) at ESEnfC.

2. Category: Assistant Researcher

3. Vacancies: One assistant researcher to conduct research in the field of microbiology.

4. Validity Period: This tender is for filling the indicated position only and will end once the position has been filled.

5) Place of work: ESEnfC and other institutions where the school conducts its activities.

6. Job Description:

6.1 – The assistant researcher hired under this competition is responsible for carrying out research and development activities, as well as other scientific and technical activities within the scope of UICISA: E and ESEnfC, as well as those listed in Article 5(1) of ECIC:

(a) Participate in the design, development, and execution of research and development projects, as well as related scientific and technical activities;

b) Supervise work carried out within projects under their responsibility;

c) Collaborate on developing training activities in research and development methodology;

d) Monitor the research work of scholarship holders, research interns, and research assistants, and participate in their training;

(e) Guide and participate in the institution's training programs.

7. Remuneration: The monthly salary corresponds to the Single Salary Scale position equivalent to rate 195 of the first level of the Assistant Researcher category, as mentioned in Annex No. 1 of Decree-Law No. 124/99 of April 20, as amended by Law No. 157/99 of September 14, on a full-time basis.

8. General and Special Admission Requirements:

8.1 General Requirements: Those provided for in Article 17 of Law No. 35/2014 of June 20, the General Law on Public Service Employment.

a) Portuguese nationality, unless waived by the Constitution, international convention, or special law;

b) At least 18 years of age;

c) No disqualification from public office or prohibition from performing the proposed duties;

d) Physical robustness and a psychological profile essential to performing the duties;

e) Compliance with compulsory vaccination laws.

8.2 Special Requirements:

Hold a Ph.D. with a research focus in the field of microbiology.



If the Ph.D. was awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018 of August 16, and all formalities established therein must be fulfilled at the time of application.

9 – Application:

9.1 – Applications, duly signed, dated, and addressed to the President of the ESEnC, 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 information, including full name, date of birth, nationality, civil identification number, postal and email addresses, and telephone number;
- ii) Academic qualifications and/or professional/academic titles;
- (iii) Professional category, subject area, or subarea to which the candidate belongs and the time of service as a higher education faculty member;
- (iv) Any other information that the candidate considers relevant to the assessment of their merit or that may constitute grounds for legal preference;
- (v) Identification of the tender and edition of the *Diário da República* in which this notice was published;
- (vi) List of documents accompanying the application;
- vii) Date and signature.

9.2 – Candidates must submit the following documents in 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 are responsible for providing, when possible, documentary evidence of the relevance of all elements of the curriculum vitae presented in relation to the subcriteria/criteria included in the approved evaluation system. Each curriculum vitae element can only be classified under one subcriterion.

9.4 – Application Deadline: Applications must be submitted within 30 working days from the working day after this notice is published in the *Diário da República*.

10. Candidates who do not submit their application correctly, fail to provide all the 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. Candidate Profile, Selection Methods, and Evaluation Criteria

12.1 Candidate Profile for the Position

Profile for the position:

Required Professional Profile

- Researcher with solid experience in the **application of microbiology to health**, especially in relation to **nursing care** and the challenges of **preventing and controlling healthcare-associated infections**. The candidate must demonstrate advanced, cross-cutting skills in the following areas:



- **Collection, identification, and characterization of microorganisms** in clinical contexts, particularly in hospital environments, using a combination of **classical microbiological methodologies and advanced molecular techniques**.
- **Assessment of microbial load and dynamics on clinical surfaces, medical devices, and hospital equipment**, especially **vascular accesses**, including identification, quantification, and characterization of microbial biofilms.
- **Determination of antimicrobial resistance profiles** and identification of underlying mechanisms to contribute to understanding clinical impacts on patient safety, therapeutic efficacy, and rational antimicrobial use policies.
- **Development and validation of rapid diagnostic devices and methods**, as well as infection prevention strategies geared toward clinical practice contexts and tailored to the needs of continuing care, hospital care, and home care.
- **Studies on the efficacy of antiseptics and disinfectants** applied to living tissues, materials, and clinical surfaces to promote evidence-based practices for infection control and safety in healthcare environments.
- **Mastery of cutting-edge laboratory techniques**, such as PCR, spectrophotometry, genetic sequencing, and other technologies used to characterize microorganisms and their mechanisms of adaptation, persistence, and resistance in clinical contexts.
- **Competence in analyzing, interpreting, and disseminating scientific data** using digital technologies and scientific communication tools in line with the strategic priorities of UICISA: E.
- Ability to **integrate into interdisciplinary teams** and contribute to the production and translation of scientific knowledge that directly impacts the **improvement of care quality**, patient safety, and health professional training, particularly in nursing.

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, being 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 ESEnFC 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 ESEnFC 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 – ESEnFC 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 João Luís Alves Apóstolo – Coordinating Professor of the Nursing School of Coimbra

Effective members:

Ph.D. Professor Anabela de Sousa Salgueiro Oliveira– Coordinating Professor of the Nursing School of Coimbra

Ph.D. Professor Rui Santos Cruz – Coordinating Professor of the Health Technology School of the Polytechnic Institute of Coimbra

Ph.D. Professor Sónia Alexandra Leite Velho Mendo Barroso – Associate Professor with Aggregation of the University of Aveiro

Ph.D. Professor Teresa Maria Fonseca de Oliveira Gonçalves – Associate Professor with Aggregation of the Faculty of Medicine of the University of Coimbra

Ph.D. Professor Pedro Miguel Santos Dinis Parreira – Principal Coordinating Professor of the Nursing School of Coimbra

21 – The Jury approved this notice at a remote meeting held on September 1, 2025

21 October 2025 – The President, Ph.D. Professor António Fernando Salgueiro Amaral