

## **NOTICE**

It is hereby made public that, by an order issued on the 2<sup>nd</sup> of November, 2022, by the President of the Nursing School of Lisbon (ESEL), Professor João Carlos Barreiros dos Santos, and after the appointment of the Jury, published through Order no. 3533/2023, of 20 March, in Diário da República (Official Gazette) no. 56, 2<sup>nd</sup> Series, the tender for the recruiting of 1 (one) Auxiliary Researcher, to fill a vacant position on the ESEL Staff, under a contract of employment in the public sector for an indefinite duration, in the scientific area of Health, namely Nursing, Medicine or Pharmacy, or in the scientific area of Social and Behavioural Sciences, namely Sociology or Psychology, of the Research Career, is open for 30 working days, starting on a working day after the publication of this notice in Diário da República.

The hiring will be regulated by the Decree-Law 124/1999, of 20 April - Statute of the Scientific Research Career (ECIC), as amended by Law 157/99, of 14 September, by Law 35/2014, of 20 June - General Labour Law in Public Functions, and by the Regulation of the Career, Tenders and Hiring of Researchers of the Nursing School of Lisbon, approved by Order no. 9366/2021 and published in the 2<sup>nd</sup> Series of Diário da República, on 23 September 2021.

The activities to be performed will be integrated into the Nursing Research, Innovation and Development Centre of Lisbon (CIDNUR) work plan.

1. Expiry date: The tender is valid only for filling of job vacancy mentioned above, expiring with its occupation.

2. Functional content: The Auxiliary Researcher hired under tender will be responsible for regularly carrying out Research & Development activities and all other scientific and technical activities within the scope of CIDNUR's mission and included in no. 1 of

Article 5 of the ECIC and no. 2 and 3 of the Article 3 of the Regulation of the Career, Tenders and Hiring of Researchers of the Nursing School of Lisbon, namely:

- a) To participate in the conception, development and execution of Research & Development projects and related scientific and technical activities.
- b) To supervise the work developed within the scope of the projects under their responsibility.
- c) To collaborate in developing training activities within the Research & Development methodology scope.
- d) To monitor the research work developed by fellows, research trainees and research assistants and participate in their training.
- e) To guide and participate in the institution's training programmes.
- f) To participate in teaching activities.
- g) To carry out activities related to knowledge transfer and valorisation.

3. Place of work: The workplace is located at the premises of the Nursing School of Lisbon, namely at its poles Artur Ravara, Av. Dom João II, Lote 4.69.01, 1990-096, Lisbon, and Calouste Gulbenkian, Avenida Prof Egas Moniz, 1600-190, Lisbon.

4. Remunerative position: The monthly remuneration to be attributed is that of the position of the single remunerative table equivalent to the salary that was payable under index 195 for the 1<sup>st</sup> level in the category of Auxiliary Researcher, as mentioned in no. 1 of the Decree-Law no. 124/99, of 20 April, in the wording given by Law no. 157/99, of 14 September, under an exclusive commitment regime.

5. Applicable Law:

- a) Decree-Law no. 124/1999, of 20 April - Statute of the Scientific Research Career (ECIC), as amended by Law no. 157/99, of 14 September.

- b) Law no. 35/2014, of 20 June - General Labour Law in Public Functions.
- c) Order no. 9366/2021, of 23 September - Regulation of the Career, Tenders and Hiring of Researchers at the Nursing School of Lisbon.

6. General and specific requirements for admission to the tender.

6.1. General requirements: Those defined in article 17 of Law no. 35/2014, of 20 June.

6.2. Specific requirements: Those defined in article 10 of ECIC and, cumulatively, to hold a doctoral degree in the scientific area of the tender, namely in the scientific area of Health, namely Nursing, Medicine or Pharmacy, or in the scientific area of Social and Behavioural Sciences, namely Sociology or Psychology.

6.3. If the doctoral degree in Nursing was conferred by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 66/2018, of 16 August, and any formalities established therein must be fulfilled at the time of submission of the application.

6.4. The admission of applicants depends on their approval in absolute merit, which will depend on the proof of the following conditions until the date of publication of this notice in Diário da República: h index Scopus of 9 or greater; the publication of at least 30 scientific articles in journals indexed by Scopus in the last 5 years; history of at least 200 citations in Scopus in the last 5 years; and history of participation as a team member, in the last 10 years, of at least 3 competitive projects, funded by funding agencies or other equivalent institutions (includes PhD scholarships). Only participation in project teams whose applicant's names appear at the moment of application for the project funding or through a contract as a researcher fellow will be considered.

## 7. Formalization of applications

7.1. Applications are formalized by submitting a letter of application request addressed to the Nursing School of Lisbon President.

7.2. The application request must include:

- a) identification of this notice.
- b) candidate's full name.
- c) citizen card number and expiration date.
- d) tax identification number.
- e) date and place of birth.
- f) residence address.
- g) telephone contact.
- h) e-mail address and consent for communications and notifications made within the scope of the tender to be made by e-mail.

7.3. The following documents must accompany the application request:

- a) Copy/s of certificate/s or diploma/s.
- b) Detailed curriculum vitae structured in accordance with the parameters and evaluation criteria set out in no. 13.1 and detailed in Annex I, which is an integral part of this notice, indicating the work and activities that the applicant considers most relevant.
- c) Documents of proof of absolute merit, outlined in no. 6.4, and of all activities and products included in the parameters and criteria to be evaluated by the Jury, outlined in no. 13.1, and detailed in Annex I, which is an integral part of this notice.

d) The work and scientific development plan aligned with CIDNUR's mission, proposed in criterion f of the evaluation parameter B described in no. 13.1 of this notice.

e) Other documents that the applicant considers pertinent to the analysis of their application.

7.4. In order to promote the most appropriate classification of curricular elements, candidates must organize the presentation of the curriculum obligatorily in accordance with the operationalization of the parameters, criteria and sub-criteria approved by the jury. It is an indispensable condition for their quotation.

7.5. It is the candidates' duty to provide documentary proof of all the curricular elements presented associated with the sub-criteria/criteria contained in the evaluation system approved by the jury. The same curricular element can only be included in a single sub-criterion.

7.6. Application format: a paper copy of the dated and signed curriculum vitae and of the documents accompanying the application, and 5 (five) copies in digital support (USB stick) in PDF format, fully organized, following the parameters, criteria, and sub-criteria for selection and seriation set out in no. 13.1 and detailed in Annex I, and in Annexes I and II of the Minute of the 1<sup>st</sup> Jury Meeting, published in ESEL's (Nursing School of Lisbon) usual places and on its institutional site.

7.6.1. The USB sticks must contain all the documents mentioned in no. 7.1, 7.2 and 7.3.

7.7. Application submission: The application must be sent by registered mail with delivery acknowledgement to the following postal address - Escola Superior de Enfermagem de Lisboa, Avenida Professor Egas Moniz, 1600 -190 Lisboa.

7.8. Application deadline: The deadline for submitting applications to the tender is 30 working days, with the period starting on a working day immediately following the publication of this notice in Diário da República.

8. Any candidates who formalize their application incorrectly, fail to submit all the documents listed in no. 6.4, 7.1, 7.2 and 7.3, present them in an illegible or invalid form, or fail to prove that they meet the requirements will be excluded from the tender. In case of doubt and for admission to the tender, the Jury is entitled to require any applicant to present documents supporting the respective statements.

9. False statements provided by the candidates shall be punished by law.

10. The selection is made by evaluating the candidates' scientific and curricular background and their suitability for the Staff position to fill.

11. The scientific and curricular background is evaluated based on the relevance, quality, and timeliness:

- a) Of the scientific, technological, or academic production considered most relevant by the applicant.
- b) Of the applied, or practice-based research activities considered to have the most significant impact by the applicant.
- c) Of the extension and knowledge dissemination activities, namely in the context of promoting scientific culture and scientific practices, considered of greater relevance by the applicant.
- d) Of the science, technology and innovation programmes management activities, or experience in supervising and monitoring of the scientific and technological system or higher education, in Portugal or abroad.

12. The five-year and ten-year periods referred for considering the selection criteria set out in Annex I, which forms an integral part of this Notice, are counted up to the date of publication of this public notice in the Diário da República.

12.1. The five-year and ten-year periods referred to in the previous paragraph may be extended by the Jury, at the applicant's request, when justified and documented, due to the suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, severe prolonged illness, and other situations of unavailability for work that are legally protected.

### 13 - Evaluation method

13.1. The applicants' relative merit will be evaluated according to the following parameters and criteria, whose sub-criteria, indicators, and weightings are presented in Annex I, which is an integral part of this Notice, and in Annexes I and II of the Minute of the 1st Jury Meeting, published in the ESEL's usual places and on its institutional site:

- A. The applicant's qualifications, evaluated based on the assessment of the academic and educational background, to which a percentage of 5% of the score will be attributed, namely:
  - a. Relevant postgraduate education completed.
- B. The applicant's technical-scientific and professional performance, evaluated based on the assessment of the work and activities relevant to the scientific area of the tender, to which a percentage of 90% of the score will be attributed, namely:
  - a. Scientific production in the last 5 (five) years.
  - b. Science and technology dissemination actions in the last 5 (five) years.

- c. Participation in Research & Development projects in the last 10 (ten) years.
  - d. Scientific supervision activities and participation in academic examinations juries.
  - e. Participation in research units' management bodies.
  - f. A work and scientific development plan for the next 3 (three) years, aligned with CIDNUR's mission (maximum of 10.000 characters).
- C. Other relevant activities for CIDNUR's mission, evaluated based on the assessment of the singular activities developed by the applicant, to which a percentage of 5% of the score will be attributed, namely:
- a. Provision of technical and scientific services and consultancy.
  - b. Provision of services to the community.
  - c. Collaboration with higher education institutions.

13.2. The evaluation process may include an interview to clarify information presented in the applications. This interview, which will be held only with the 5 (five) best-scored applicants, is not considered a selection method, and so will not be classified. If the necessary technical conditions are available, it may occur via teleconference at the applicant's request.

#### 14. Classification Method

14.1. The classification system is expressed on a scale of 0 to 20 points, to the nearest hundredths, as shown in Annex I, which is an integral part of this notice.

14.2. Applicants with a final classification of fewer than 12 points cannot be selected to fill the vacancy for which the tender was opened.

14.3. Jury decides using a reasoned rollcall vote according to the evaluation criteria adopted and disclosed. Abstentions are not allowed. After concluding the application



of the evaluation criteria, the Jury will draw up the applicants' ordered list with the respective classification.

15. Minutes of the Jury meetings, containing a summary of what occurred, and the votes cast by each member and their respective reasoning, are drawn up.

16. Jury may opt for not selecting applicants who do not have the appropriate qualities and profiles in terms of absolute and relative merit.

17. Within a maximum of 20 working days after the deadline for the submission of applications, Jury must meet to proceed with the verification of the admission requirements and draft the list of admitted and excluded applicants, proceeding with the hearing of interested parties, where applicable, under the terms of article 121 and following of the CPA (Administrative Procedure Code).

17.1. If the applicants make any allegations, a new meeting will be called to examine them, and interested parties will be notified of the Jury's deliberation.

17.2. Within 5 (five) working days after this Jury meeting, the President of the ESEL will approve the list of admitted and excluded applicants.

17.3. The list of admitted and excluded candidates will be sent to the applicants by e-mail with delivery acknowledgement.

17.4. The applicants may fill a contentious appeal against the approval order in general terms.

17.5. If no contentious appeal for annulment with suspensive effect is pending, the Jury must meet by the 60<sup>th</sup> day after the date of approval of the list of admitted and excluded applicants for evaluation and preparation of the final classification list.

17.6. If no applicants are excluded, the evaluation and preparation of the final classification list will be carried out at the applicant's admission meeting.

17.7. Applicants will be notified of the final classification list project for a hearing of interested parties, which will be held according to the provisions of Article 121 and the following articles of the CPA. Applicants will be notified by e-mail with delivery acknowledgement.

17.8. Once the hearing has been held, and after considering and responding to the allegations that the applicants may offer up, the Jury draws up the final classification list of the applicants.

17.9. The final classification list, together with other Jury's deliberations, shall be sent for approval by the President of ESEL, who may only reject it based on non-compliance with the law or with this notice.

17.10. The applicants, including those who have not been approved during the procedure, are notified by e-mail with delivery acknowledgement.

18. The present tender is exclusively designated to fill the indicated vacancy and may be terminated up to the homologation of the final ranking list of applicants, expiring with the respective occupation of the job on offer.

19. ESEL actively promotes a non-discrimination and equal access policy, wherefore no candidate may be privileged, benefited, harmed, or deprived of any right or be exempt from any duty due to ancestry, age, gender, sexual orientation, marital status, family status, 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, or trade union membership.

20. Pursuant to 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, under the terms of the aforementioned diploma.

#### 21. Composition of the Jury:

President of the Jury:

- Professor Andreia Jorge Silva da Costa

Jury Effective Members:

- Professor Doutor Joaquim Manuel de Oliveira Lopes
- Professora Doutora Maria dos Anjos Coelho Rodrigues Dixe
- Professora Doutora Ellen Synthia de Oliveira
- Professor Doutor Sérgio Deodato

Jury Substitute Members:

- Professora Doutora Maria Adriana Henriques
- Professora Doutora Helena Maria Reis do Arco

22. The Jury approved this notice at a meeting held via remote digital technology on the 2<sup>nd</sup> of May 2023.

Lisbon, 20 september 2023

The President of ESEL

(Patrícia Silva Pereira)

**ANNEX I**

<b>PARAMETERS, CRITERIA, SUB-CRITERIA, INDICATORS AND RESPECTIVE SCORES FOR THE EVALUATION OF CANDIDATES IN THE TENDER FOR THE RECRUITING OF AN AUXILIARY RESEARCHER IN THE SCIENTIFIC AREA OF HEALTH, NAMELY NURSING, MEDICINE, OR PHARMACY, OR IN THE SCIENTIFIC AREA OF SOCIAL AND BEHAVIOURAL SCIENCES, NAMELY SOCIOLOGY OR PSYCHOLOGY, OF THE RESEARCH CAREER AT THE NURSING SCHOOL OF LISBON</b>					
<b>PARAMETERS</b>	<b>CRITERIA</b>	<b>SUB-CRITERIA</b>	<b>INDICATORS</b>	<b>MAXIMUM SCORE PER INDICATOR</b>	<b>MAXIMUM SCORE PER SUB-CRITERIA</b>
<b>A. QUALIFICATION S</b> <b>5% (Maximum 10 points)</b>	a. <b>RELEVANT POSTGRADUATE EDUCATION</b>	Postdoctoral	Foreign Institution	6 points	6 points
			National Institution	4 points	
		Other relevant postgraduate studies	Postgraduation ≥ or 1500 hours	2 points / postgraduation completed	4 points
<b>B. TECHNICAL-SCIENTIFIC AND PROFESSIONAL PERFORMANCE</b> <b>90% (Maximum 180 points)</b>	a. <b>SCIENTIFIC PRODUCTION IN THE LAST 5 YEARS (Maximum 50 points)</b>	Articles published in indexed scientific journals (only original articles or literature reviews will be accepted)	Q1 and Q2 (Scopus or WoS)	2 points / article	34 points
			Q3 and Q4 (Scopus or WoS)	1 point / article	
		Books and book chapters	Author or co-author of a book	2 points / book	8 points
			Author or co-author of a book chapter	0,25 point / chapter	
			Editing coordinator	1 point / book	
		Reviewer of scientific journals	Reviewer of indexed journals	1 point / journal	4 points
	Industrial property and innovation indicators	Patents, new products, or services developed	4 points / unit	8 points	
	b. <b>SCIENCE AND TECHNOLOGY DISSEMINATION ACTIONS IN THE LAST 5 YEARS (Maximum 15 points)</b>	Oral paper presentation at a scientific event	Outside the country or organized by a foreign institution	0.5 points / presentation	7 points
			Within the country	0,25 point / presentation	
		Poster or free presentation at a scientific event	Outside the country or organized by a foreign institution	0,25 point / poster or free presentation	3 points
			Within the country	0,25 point / poster or free presentation	
		Organization of scientific event (scientific committee or organizing committee)	Outside the country or organized by a foreign institution	1 point / event	5 points
			Within the country	0.5 point / event	
	c. <b>PARTICIPATION IN R&amp;D PROJECTS (Maximum 60 points)</b>	Participation in project teams	Principal/Leading Researcher in a competitive project funded by European Union (except Erasmus+ Programme) ≥500.000,00€.	40 points / project	60 points
			Principal/Leading Researcher in other kinds of competitive projects.	15 points / project	

			Member of a competitive project team or Lead Researcher in a non-competitive project (R&D service provision) resulting in publications in indexed journals	10 points / project	
			Member of a non-competitive project team (R&D service provision), resulting in publications in indexed journals.	5 points / project	
	d. SCIENTIFIC SUPERVISION ACTIVITIES AND PARTICIPATION IN ACADEMIC EXAMINATIONS JURIES <b>(Maximum 5 points)</b>	Supervision or co-supervision of doctoral theses, master's dissertations or project work and participation in juries of doctoral, master's or project work examinations as a non-supervisory member	Supervision or co-supervision of doctoral theses already completed and approved	1,5 points / unit	20 points
			Supervision or co-supervision of doctoral theses in progress	1 point / unit	
			Supervision or co-supervision of master's dissertations or project works already completed and approved	0,5 point / unit	
			Supervision or co-supervision of a master's dissertations or project works in progress	0,5 point / unit	
			Non-supervisory jury member for doctoral examinations	0,25 point / unit	
			Non-supervisory jury member for master's degree or project work examinations	0,25 point / unit	
	e. PARTICIPATION IN MANAGEMENT BODIES OF RESEARCH UNITS <b>(Maximum 5 points)</b>		Coordination of research groups or lines of research	1 point / unit / year	5 points
	f. WORK AND SCIENTIFIC DEVELOPMENT PLAN ALIGNED WITH CIDNUR'S MISSION, WITH A MAXIMUM OF 10.000 CHARACTERS <b>(Maximum 45 points)</b>	Rationale, clarity, objectivity, and organization of the plan.		10 points	
Critical appreciation of the relevance of activities for the scientific area of nursing.		15 points			
Demonstration of capacity for highly relevant future scientific production, based on CIDNUR's mission.		20 points			
<b>C. OTHER RELEVANT ACTIVITIES</b> <b>5% (Maximum 10 points)</b>	a. PROVISION OF TECHNICAL AND SCIENTIFIC SERVICES AND CONSULTANCY <b>(Maximum 6 points)</b>	Provision of technical and scientific services and consultancy	1.5 points / unit	6 points	
		Provision of technical and scientific services to the community	1.5 points / unit		

	b. COLLABORATIONS WITH HIGHER EDUCATION INSTITUTIONS <b>(Maximum 4 points)</b>		Collaborative activity with higher education institutions	0.5 points / activity	4 points
<b>FINAL CLASSIFICATION (0 to 20)</b>				<b>A + B + C / 10</b>	