



INSTITUTO POLITÉCNICO  
DE VIANA DO CASTELO

Translated version

Summary: Opening of an international documentary competition for the recruitment of an Assistant Researcher under a public employment contract of indefinite duration in the scientific field of Agricultural Sciences, specialization in Soil Ecology and Biodiversity.

1. By order of January 15, 2025, from the President of the Polytechnic Institute of Viana do Castelo (IPVC), Carlos Manuel da Silva Rodrigues, in the exercise of his own competence, under the terms of Article 92(1)(d) of Law No. 62/2007 of September 10, and Article 30(2)(f) of the Statutes of the Polytechnic Institute of Viana do Castelo (IPVC), approved by Normative Order No. 7/2009, published in the 2nd series of the Official Gazette, No. 26, on February 6, 2009, as amended by Normative Order No. 17/2021 of June 28, an international documentary call is open for a period of 30 working days from the first working day following the publication of this notice in the Official Gazette. The competition aims to recruit an Assistant Researcher in the scientific research career, under a public employment contract for indefinite duration, with a probationary period of three years, for the scientific field of Agricultural Sciences, specializing in Soil Ecology and Biodiversity. This position is part of the staffing plan of this Institute and is governed by the provisions of Articles 9(a), 10, and 15-27 of the Scientific Research Career Statute, approved by Decree-Law No. 124/99 of April 20, as amended by Decree-Law No. 373/1999 of September 18 and Law No. 157/1999 of September 14, hereinafter referred to as ECIC.
2. This call is external and is opened under the FCT-Tenure financing instrument – 1st Edition, published through Call for Applications No. 02/C06-i06/2024 with reference 2023.11080.TENURE.002 and the financing line provided in Article 137 of the 2024 State Budget Law. The objective is to promote the hiring of PhD holders exclusively for permanent positions by integrating them into the research career, with a limit of four weekly hours dedicated to teaching activities, which will be established in the teaching service distribution of this Institute.
3. **Validity period:** The competition remains valid until the specified job position is filled or one year after the date of approval of the final classification list by the President of IPVC.
4. **Workplace:** The workplace is in Ponte de Lima, at the CISAS - Research and Development Center in Agro-Food Sciences and Sustainability of the Higher School of Agriculture at IPVC.
5. **Remuneration:** The base salary for the category of Assistant Researcher, under an exclusive dedication regime, is calculated under the terms of Annex No. 1 of the ECIC, with additional

holiday and Christmas bonuses, as well as meal allowances and other complementary benefits to which the employee is entitled.

6. **Job Description:** The duties assigned to the Assistant Researcher are those listed in Articles 5(1) and 5(4) of the ECIC.

7. **Admission Requirements:**

7.1 Only candidates who, by the application deadline, cumulatively meet the general requirements for appointment to public functions provided in Article 17 of the Public Employment Framework Law (LTFP), in its current version, approved by Law No. 35/2014 of June 20, and who are not exempted by the ECIC, as well as the specific requirements referred to in Article 10 of the ECIC, may apply for this competition.

7.2 Candidates holding a doctoral degree obtained abroad must provide proof of recognition of the degree in Portugal, under the terms of Decree-Law No. 66/2018 of August 16 and applicable legislation, by the application deadline.

7.3 If the candidate is not a native speaker of Portuguese or English, they must have language proficiency at C1 level of the Common European Framework of Reference for Languages (CEFR) in at least one of these languages.

7.4 According to the mandatory eligibility requirements under the FCT-Tenure funding instrument, which this competition falls under, candidates must have previously held a fixed-term contract or a fellowship as a PhD holder at an institution within the Portuguese National Science and Technology System. In no case may they hold indefinite-term employment relationships in the Scientific Research, University Teaching, or Polytechnic Higher Education Teaching careers, or indefinite contracts in national institutions not covered by Career Statutes.

8. **Application Submission:**

8.1 The application must be submitted via a request addressed to the President of the Polytechnic Institute of Viana do Castelo and may be delivered: (a) In person at the Central Services, located at Rua Escola Industrial e Comercial de Nun'Álvares, No. 34, 4900-347 Viana do Castelo, or (b) By registered mail with acknowledgment of receipt, sent before the application deadline, to: Central Services of IPVC – Human Resources Division, Rua Escola Industrial e Comercial de Nun'Álvares, No. 34, 4900-347 Viana do Castelo.

8.2 **The application request must include:**

- (a) Full identification (full name and name used in bibliographic references), parentage, place of birth, date of birth, ID card/Citizen Card number and date or legally recognized identification document, marital status, profession, residence, postal code, and phone number or email address;
- (b) Identification of the competition and reference to the Official Gazette in which this notice was published;
- (c) Indication of academic qualifications and/or professional/academic titles;
- (d) Indication of any other elements that candidates consider relevant for the assessment of their merit or as a reason for legal preference;
- (e) Date and signature.

8.3 The application request must include the following elements:

- (a) Full identification (full name and name used in bibliographic references), parentage, place of birth, date of birth, ID card/Citizen Card number and date or legally recognized identification document, marital status, profession, residence, postal code, and phone number or email address;
- (b) Identification of the competition and reference to the Official Gazette in which this notice was published;
- (c) Indication of academic qualifications and/or professional/academic titles;
- (d) Indication of any other elements that candidates consider relevant for the assessment of their merit or as a reason for legal preference;
- (e) Date and signature.

## **9. Submission of Supporting Documents:**

9.1 Candidates must submit their applications with the following supporting documents proving compliance with the general requirements set forth in Article 17 of the LTFP:

- (a) Criminal record certificate stating that the candidate is not prohibited from exercising public functions or barred from performing the duties for which they are applying;
- (b) Medical certificate confirming physical and psychological fitness required for the duties;
- (c) Up-to-date mandatory vaccination certificate.

## **9.2 The application must also include the following documents:**

- (a) Certificate proving possession of a doctoral degree in the scientific field of the competition, and, where applicable, a document proving recognition of the degree, title, or certificate;
- (b) Certificate proving length of service;

(c) Documentation demonstrating compliance with the conditions set forth in point 7.4;

(d) A printed or photocopied, dated, and signed copy of the candidate's Curriculum Vitae, organized according to the selection and ranking criteria and evaluation parameters specified in point 14 of this notice. It must also include the candidate's identifiers in scientific publication indexing services, namely "Ciencia Vitae," "ORCID ID," and "Scopus Author ID," and indicate the quartile indexing of each publication in the Web of Science and/or Scopus, with corresponding evidence provided. Additionally, it must include an indication of language proficiency level according to the Common European Framework of Reference for Languages (CEFR);

(e) A document compiling up to 5 works selected by the candidate from their portfolio of publications over the last 5 years, representing their most significant contributions to the development and advancement of the scientific field and specialization of the competition. This must include the date and location (journal and/or publisher) of original publication. For each selected work, the document must provide a justification for its selection, explicitly considering its contribution to the scientific field and specialization of the competition and the candidate's relevance to the publication in question;

(f) A document describing, in no more than 5000 words, a research project that the candidate proposes to develop in the scientific field of the competition. The research project must be explicitly and justifiably based on the candidate's scientific contributions to the competition's scientific field and specialization and demonstrate their original and innovative vision for the development of the area, evidencing their capacity to perform the functions associated with the category in question. The candidate must substantiate the plans and strategies related to the proposed project, considering a three-year timeframe, detailing project innovation, scientific context, objectives, a summary of the methodologies to be implemented, and potential funding sources, aligned with the strategic lines of IPVC and CISAS;

(g) A copy of the works mentioned in the candidate's Curriculum Vitae. This requirement is waived for works with a DOI or those accessible in RCAAP or other institutional scientific repositories, provided their permanent link is included in the Curriculum Vitae; (h) A digital copy of the doctoral thesis to allow the jury to assess its suitability for the field of knowledge/specialization of the competition.

9.3 Two electronic copies in PDF format (on two USB drives) of the documents mentioned in items (d), (e), (f), and (g) above must be submitted. These files must be properly identified and include the necessary hyperlinks to allow access to the elements referenced in the Curriculum Vitae.

#### **10. Exclusion from the Competition:**

10.1 Failure to submit the legally required documents within the specified deadline or submitting them after the deadline will result in the candidate's exclusion from the process.

10.2 Submission of false documents or false statements will result in immediate exclusion from the competition and referral to the competent authorities for criminal proceedings.

11. The submission of documents specified in items (a), (b), and (c) of point 9.1 may be waived if candidates declare, in separate clauses within their applications and under oath, their status regarding each of these requirements, namely: non-disqualification from exercising public functions, no prohibition from performing the duties for which they are applying, fulfillment of physical and psychological fitness requirements, and compliance with mandatory vaccination laws. Failure to provide such a declaration constitutes grounds for exclusion. These documents will be required later if the candidate is appointed to the position.

**12. Composition of the Jury:** The jury, appointed by Order IPVC-P-22/2025, consists of the following members:

President: Luis Paulo Lopes Brandão Areosa Rodrigues, Principal Coordinating Professor at the School of Sports and Leisure of Melgaço, Polytechnic Institute of Viana do Castelo, by delegation of the President of IPVC.

Effective Members:

Maria Yolanda Cantón Castilla, Full Professor in the Department of Agronomy at the University of Almería;

Maria da Conceição Gonçalves, Coordinating Researcher at the National Institute for Agricultural and Veterinary Research;

José Manuel Rato Nunes, Coordinating Professor with Aggregation at the School of Agriculture of Elvas, Polytechnic Institute of Portalegre;

Margarida Maria Pereira Arrobas Rodrigues, Coordinating Professor at the School of Agriculture, Polytechnic Institute of Bragança;

Teresa Maria Pinto Coelho Amado Vasconcelos, Coordinating Professor at the School of Agriculture, Polytechnic Institute of Coimbra.

Alternate Members:

Joaquim Mamede Alonso, Coordinating Professor at the School of Agriculture, Polytechnic Institute of Viana do Castelo;

Maria Luísa Roldão Marques de Moura, Coordinating Professor at the School of Agriculture, Polytechnic Institute of Viana do Castelo.

13. Selection Criteria and Evaluation Parameters for Ranking Candidates and Their Weighting: The evaluation and selection of candidates, based on merit, for the functions to be performed are established according to Articles 10 and 16 of the ECIC, with the criteria, parameters, and respective weightings identified below:

- a) DTCP Criterion — Relevant Technical-Scientific and Professional Performance in the disciplinary area/subject of the competition: 70%;
- b) TVC Criterion — Knowledge Transfer and Valorization relevant to the disciplinary area/subject of the competition: 15%;
- c) OAR Criterion — Other activities relevant to the Institution's mission: 15%.

13.1. In the "Technical-Scientific and Professional Performance" (DTCP) criterion, the following parameters and items are considered:

I. DTCP Parameter 1 (50%) — Scientific production: Quality and quantity of scientific or technological production in the competition's scientific field and specialty, particularly the works selected by the candidate, evaluated for their contribution to generating new knowledge based on new ideas and hypotheses, their relevance and impact, as well as the recognition given by the scientific community (reflected in citations and references by other authors) and open science practices (expressed by making research outputs and data openly accessible).

II. DTCP Parameter 2 (25%) — Coordination and participation in scientific or technological development projects: Quality and quantity of scientific projects (or technological development projects) competitively funded by public agencies, through national or international agencies, in which the candidate participated in the competition's scientific field, and the results obtained. Preference is given to project coordination. Also relevant are projects leading to highly complex technological developments in the competition's scientific field through contracts with external entities. Evaluation should consider the funding obtained, the level of competitiveness of the grant program or the nature of the contract, project evaluations, and implemented prototypes.

III. DTCP Parameter 3 (10%) — Community engagement in the scientific field: Evaluation of the candidate's ability to engage in the scientific community, demonstrated by coordination and participation in scientific event program committees, collaboration in editing reputable scientific journals, participation in project and article evaluations, invited lectures, presentations at international conferences, membership in scientific societies, and recognition through awards, grants, or other distinctions from scientific societies.

IV. DTCP Parameter 4 (15%) — Future project perspective: Evaluation of the document describing a research project that the candidate proposes to develop in the competition's scientific field and specialty, following the structure outlined in point 9.2 (subsection f).

13.2. In the "Knowledge Transfer and Valorization" (TVC) criterion, the following parameters and items are considered:

I. TVC Parameter 1 (40%) — Patents/intellectual property registrations: Authorship of patents or intellectual property rights registrations. Participation in economic valorization initiatives involving intellectual property rights (start-ups, spin-offs). Contribution to drafting legislative projects and technical standards relevant to the institution's mission. This parameter's evaluation should consider the economic valorization and technology readiness level (TRL) achieved by research results in the competition's scientific field.

II. TVC Parameter 2 (30%) — Cooperation and engagement with industry/business sector: Coordination and participation in consultancy activities or studies of a scientific or educational nature (e.g., scientific-technical consultancy, expert reports in legal proceedings, participation in technical committees, participation in evaluation committees for education or research) relevant to the mission of IPVC and CISAS. Coordination and participation as a trainer in professional training courses or technological specialization courses.

III. TVC Parameter 3 (30%) — Dissemination and communication of science and technology to non-specialist audiences: Coordination and participation in initiatives for scientific, cultural, and technological dissemination (e.g., seminars or lectures aimed at non-specialist audiences, participation in discussion panels, publication of books or outreach articles) relevant to the mission of IPVC and CISAS in the scientific field and specialty covered by the competition.

13.3. In the "Other Relevant Activities" (OAR) criterion, the following parameters and items are considered:

I. OAR Parameter 1 (20%) — Participation in academic or scientific management bodies: Performance of academic management roles and functions, measured by participation in university/polytechnic governing bodies, research unit management, pedagogical coordination, or other equivalent positions in national or international scientific and technological systems. Performance of management roles in institutions of national or international relevance in scientific, technological, or social contexts (e.g., standardization entities, professional organizations) relevant to the mission of IPVC and CISAS.

II. OAR Parameter 2 (30%) — Participation in scientific/academic committees: Participation in selection processes and academic committees (e.g., career progression evaluations, doctoral



INSTITUTO POLITÉCNICO  
DE VIANA DO CASTELO

thesis defenses, master's dissertations, specialist titles). The evaluation of this parameter should prioritize participation as an examiner and activities conducted outside the candidate's own institution.

III. OAR Parameter 3 (30%) — Supervision of postgraduate students: Supervision of master's and doctoral students, considering the quality, quantity, and impact of the results within the scientific field and specialty for which the competition is open.

IV. OAR Parameter 4 (20%) — Involvement in teaching and advanced training activities: Teaching activities carried out by the candidate, considering their responsibility in each course unit and training activities in non-degree courses, as well as the relevance of the topics taught to the scientific field and specialty of the competition.

14. The ranking of candidates must be justified in a written document by each jury member, based on the evaluation of each criterion and evaluation parameter and the corresponding weighting factors approved.

14.1. The criteria and parameters of each candidate are expressed on a scale from 0 to 100 points, with the highest-ranked candidate receiving 100 points and the others receiving a relative percentage, ensuring that the justification clearly differentiates between candidates.

14.2. The evaluation score of each candidate in each criterion (DTCP, TVC, and OAR) is calculated as the arithmetic mean of the scores given by the jury members.

14.3. The final classification (CF) of each candidate is expressed by the formula:

$$CF = 0.7 * DTCP + 0.15 * TVC + 0.15 * OAR$$

14.4. In the event of a tie, the first tiebreaker criterion will be the DTCP score, followed by the TVC score, and finally the OAR score.

15. Notification of the final ranking project and the approval order of the competition result and its publication: The final ranking project will be notified to the candidates, allowing them to submit comments under the terms of the Administrative Procedure Code.

15.1 After the hearing process, the jury will review any submitted arguments and approve the final ranking list of candidates.

15.2 The final ranking list of candidates will be submitted for approval by the President of IPVC, and candidates will be notified of the decision.

15.3 The final ranking list of candidates will be made available on the IPVC website.

**16. Process Consultation:** Candidates may consult the competition process at the Central Services of the Polytechnic Institute of Viana do Castelo, during office hours, by scheduling an appointment with the Human Resources Division.





INSTITUTO POLITÉCNICO  
DE VIANA DO CASTELO

17. In compliance with Article 9(h) of the Constitution of the Portuguese Republic, the Polytechnic Institute of Viana do Castelo, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and career progression, ensuring strict measures to prevent all forms of discrimination.

18. **Publication:** This competition will be published in the Public Employment Exchange (BEP) at [www.bep.gov.pt](http://www.bep.gov.pt) within two working days of its publication in the Official Gazette, under the terms of Decree-Law No. 78/2003 of April 23, on the Euraxess portal at <https://www.euraxess.pt>, on the website of the Foundation for Science and Technology, in both Portuguese and English, and on the IPVC website.

25 March 2025, The President of the IPVC, *Carlos Manuel da Silva Rodrigues*