

ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR THE HIRING OF ## DOCTORATE UNDER THE LEGAL REGIME OF SCIENTIFIC EMPLOYMENT

Ref. CTTI-127/18-CF(1)

1. Doctor Rui Manuel Costa Vieira de Castro, Professor and Rector of Universidade do Minho, in the use of its own competence, in accordance with the provisions of subsection d) of section 1 of article 92 of Law no. 62/2007, from the 10 of September and subsection d) of section 1 of article 37 of the Statutes of the University of Minho, approved by Normative Order no. 13/2017, published in the Diário da República, 2nd series, no. 183, of 21 of September, makes it public that, for a period of ten business days from the business day immediately after the date on which this announcement is publicized, an international selection tender is open for recruitment in the form of an uncertain term contract concluded under the Labour Code, of one doctoral position(s) for the exercise of scientific research activities in the scientific area of Physics, in the project “In vivo biometric and optical changes of the crystalline lens with accommodation and its impact in subjective retina image quality-LensUM”, co-financed by the European Regional Development Fund (ERDF), through the Operational Programme for Competitiveness and Internationalization (POCI), under Portugal 2020, and by the *Fundação para a Ciência e a Tecnologia – FCT I.P.*(National Agency for Science and Technology) aiming at the development of research activities towards the implementation and optimization of a system to obtain in vivo biometric parameters of the lens and to study the changes of its biometric and optical properties with accommodation. It should also contribute to the study of the visual impact of ocular aberrations on visual perception during accommodation.
2. **Applicable Legislation:** This tender shall be governed by the Decree No. 57/2016, of 29th of August, amended by Law No. 57/2017 of 19 July, which approved a regime of hiring of doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), by Labour Code, approved Law no. 7/2009, of February 12, under its current version and other applicable laws and regulations.
3. **Place of Work:** Centre of Physics of the University of Minho, Campus de Gualtar, in Braga.
4. **Monthly salary:** The remuneration to be attributed is that provided in the article 5 of the Regulatory Decree No.11-A/2017, of December 29, corresponding to the remuneration level 33 of the TRU, of 2.128,34 Euros.
5. **Eligibility Criteria:** Any national, foreign and stateless candidate(s) who hold a doctoral degree in Optics, Physics and Biomedical engineering or other related scientific area and holders of a scientific and professional path, curricula and profile suitable to pursuit the demanded activity to be developed can submit their application
 - a. General admission requirements are those defined in point 5. For the purpose of determining the best profile suitable to the activity to be developed, the following requirements are:
 - i. Confirmed experience of at least 3 years in the scientific area of the project/call
 - ii. Applicant should preferably have confirmed skills and experience in optical design, image processing, adaptive optics, electronics and programming.
6. **Formalization of the applications:** The applications are formalized through an application by addressing the application to the Rector of the University of Minho, under the terms defined in the attached template.
 - a. The application shall be accompanied by documents proving the conditions laid down in points 5 and 10:
 - i. Copy of certificate or degree diploma;
 - ii. Detailed *curriculum vitae* structured according to the items in point 10;
 - iii. Proof of professional experience (if applicable);
 - iv. Motivation Letter;
 - v. Letters of Recommendation;
 - vi. Copy of the 5 most relevant publications;
 - vii. Other relevant documents for the evaluation of the applicant qualifications related to the scientific area;
 - viii. Any other documents that the applicant considers relevant, namely for the assessment of the information referred to in section 2 of article 5 of the RJEC.
 - b. The candidates submit the application and supporting documents, in PDF format, obligatorily, by electronic means, to the address sfranco@fisica.uminho.pt, indicating in the “Subject” the Ref. CTTI-127/18-CF(1), by the deadline for the submission of applications defined in this notice.
 - c. False statements provided by the candidates shall be punished by law.

7. **Members of the Jury:** The selection jury, approved at the meeting of the Scientific Council of 24/09/2018, has the following composition, according to the article 13 of the RJEC:

- i. Chairman: Mikhail Vasilevskiy, Professor at the Physics Department of the University of Minho.
- ii. Effective Member Sandra Maria de Braga Franco, Professor at the Physics Department of the University of Minho.
- iii. Effective Member: Sérgio Miguel Cardoso Nascimento, Professor at the Physics Department of the University of Minho.
- iv. Substitute Member: João Manuel Maciel Linhares, Professor at the Physics Department of the University of Minho
- v. Substitute Member: Maria Madalena Faria da Cunha Lira, Professor at the Physics Department of the University of Minho

8. **Rules of operation of the Jury:** The jury shall deliberate by the means of a nominal vote based on the selection criteria adopted and published, and abstentions shall not be allowed.

- a. The jury meetings will be documented in written minutes, containing a summary of what has taken place at the meeting, as well as the votes cast by each of the members of the jury and their reasons, being provided to the candidates whenever requested.

9. **Admission and exclusion:** Candidates who formalize their application incorrectly or who do not prove the admission requirements required in points 5 and 5.1 are excluded from admission to the competition of this invitation to tender. The jury has the power to require any candidate, in case of doubt, to present documents proving their statements.

- a. The exclusion decision shall be notified to the applicants by email for preliminary hearing of the interested parties.
- b. After the deadline for the exercise of the right of hearing of the interested parties, the jury appreciates the allegations offered and, if it maintains the exclusion decision, notifies the excluded candidates by email with a delivery receipt, beginning the application of the selection methods to admitted candidates.

10. **Method and evaluation criteria:** The selection method is the Scientific and Curricular Trajectory Assessment (APCC). The jury may choose to include an Interview, with a weight of 10%.

- a. The evaluation of the scientific and curricular trajectory focuses on relevance, quality and timeliness:
 - i. Academic training;
 - ii. Scientific and technological outputs of the last five years considered more relevant by the applicant;
- iii. Applied or practice-based research activities developed over the last five years and considered to be of greatest impact by the applicant;
- iv. The activities of extension and dissemination of knowledge developed in the last five years, namely in the context of the promotion of culture and scientific practices considered by the applicant to be most relevant;
- b. The period of five years referred to in the preceding paragraph may be increased by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.
- c. Scientific and Curricular Trajectory Assessment (APCC): The following parameters and evaluation criteria are considered: HA - Academic Qualifications; PC - Scientific and Technological Production; AI - Research, Extension and Management Activities; CM - Motivation Letter. The final classification of the APCC is obtained by the following formula: **APCC = 0,3HA + 0,35PC + 0,2AI + 0,15CM.**

HA evaluates the candidate's training area: PhD in Optics, Physics or Biomedical Engineering, HA = 4 values; PhD in related fields, HA = up to 3 values. Experienced skills and experience in optical design, image processing, adaptive optics, electronics or programming can add up a bonus up to 1 value

PC corresponds to the evaluation of the scientific and technological production of the last five years obtained by the formula $0,6PQ + 0,4PV$. PQ corresponds to the quantitative evaluation of publications in ISI / SCOPUS journals: in the subfield of science of the profile, PQ = up to 5 values; publications in related subfields, PQ = up to 3 values; publications in other subfields, PQ = 0 values. PV corresponds to the qualitative evaluation of up to 5 articles to be provided by the applicant, PV = up to 5 values.

AI corresponds to the evaluation of research, extension and management activities carried out in the last five years. This parameter includes: (i) the orientation / coordination of masters, doctorates and postdoctoral studies; (ii) participation in R & D projects, services, and technology transfer; (iii) participation in activities of science management and dissemination of knowledge, including the organization of conferences, symposia and scientific cooperation activities. Activities in the subfield of science of the profile, AI = up to 5 values; activities in related subfields, AI = up to 3 values; activities in other subfields, AI = 0 values.

CM - Motivation letter describing the relevance of the scientific trajectory to the profile and personal career goals: CM = up to 5 values.

- d. The classification obtained in the Evaluation Parameters is expressed in the numerical scale of 0 to 5 values.
- e. For applicants with a Scientific and Curricular Trajectory Assessment (APCC) equal to or greater than 4 points, will continue on the evaluation process that includes an Interview (ENT). This is to obtain explanations about the curricular elements and additional information, as well as to evaluate the attitude profile and the motivation of the applicant.
- f. Applicants with an absolute merit score lower than the one provided in the previous point are considered immediately excluded.
- g. During the mandatory 15-minute Interview (ENT), that can be done by Skype, the following parameters and criteria will be applied: attitude and critical sense (ASC), applicant motivation (MTV) and global assessment (AG). The assessment will be estimated by the formula **ENT = 0.3ASC + 0.5MTV + 0.2AG**, and expressed on a numerical scale of 0 to 5 values.
- h. Applicants who score less than 4 points in the weighted average between APCC (90%) and ENT (10%) will be excluded after this phase.
- i. The position may only be awarded to applicants whose final grade is 4 or higher.
- j. The classification of each applicant is obtained by averaging the classifications of each elements of the jury. In the event of a tie, the decision of the tiebreaker will rest with the chairman of the jury.

11. **Seriation of candidates:** The order of the candidates must be based on the evaluation made according to the evaluation criteria contained in this announcement.

- a. After completion of the application of the evaluation criteria, the jury will draw up a seriation list of successful candidates with their classification.
- b. The final classification of the candidates is expressed in the numerical scale of 0 to 5 values, being the classification obtained through the weighted average.

12. **Participation of interested parties and decision:** The final ordering project is notified to the candidates, by email with receipt of delivery of the notification, to pronounce for the purpose of preliminary hearing of the interested parties, according to article 121 and following of the Code of Administrative Procedure.

- a. At the hearing of the interested parties, the jury appreciates the allegations offered and approves the final ordering list of the successful candidates. Within 90 days, from the deadline for the submission of the applications, the final decisions of the jury is given.
- b. The final decision of the jury is approved by the Rector of the Universidade do Minho that will also decide on the hiring.

13. **Publication of results:** The list of admitted and excluded candidates, as well as the final ranking list of the successful candidates are publicized on the University of Minho's website, and the candidates are notified by email with receipt of delivery of the notification.

14. The present tender is exclusively destined to fill the indicated vacancies and may be terminated until the homologation of the final ranking list of candidates and expires with the respective occupation of the jobs on offer.

15. The present announcement was approved by the jury of the tender at its meeting on 07-11-2018, according to the minutes of the meeting approved.

16. **Non-discrimination and equal access policy:** The University of Minho actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, beneficed, disadvantaged or private of any right or exemption from any duty owing, in particular heritage, to ancestry, age, sex, sexual orientation, marital status, 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 and trade union membership.

- a. Pursuant to section h) of article 9 of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in accessing employment and professional advancement, scrupulously any form of discrimination.

- 17. The selection of the candidates to be hired will be conditional, with the corresponding labour contracts being executed depending on the availability of the budget and corresponding funding under the aforementioned legislation and the regulations and rules established by the Foundation for Science and Technology (FCT).

The Rector, Professor Doctor Rui Vieira de Castro

ANNEX

APPLICATION

Dear Rector of Universidade do Minho

Name (...), birthdate (...), VAT N°. (...), identification card no. (...), address (...), Postal code (...), Mobile Phone no. (...), email address (...), literary abilities (...), hereby requests that you kindly accept my application for the international competition for recruitment in the form of an uncertain term contract under the Labor Code and Decree-Law No. 57/2016 of 29 August, as amended by Law no. 57/2017, of 19 July, of ## doctoral positions in the scientific areas of "###", according to a notice published in the Diário da República no. __, 2nd series, of __/__/__, with Ref. CTTI-##/##-###Profile ##.

Further declares that it agrees to receive by email the communications and notifications resulting from the present selection tender procedure.

Please find attached the following documents: xxx

(Place and date)

(Signature)