

EDICT

EDT/P-37/2025

Opening of an international documentary competition for the recruitment of an Assistant Researcher in the field of Rehabilitation Sciences – Specialization in Neurosciences, and related areas, at the School of Health of the Polytechnic Institute of Porto, within the Centre for Research in Rehabilitation, through the Psychosocial Rehabilitation Laboratory.

It is hereby made public that, since the candidates of the previous competition with reference (Notice (summary) no. 17834/2025/2, of 10 July, D.R. no. 137, 2nd series, of 18 July | Announcement EDT/P-17/2025, of 16 June 2025) did not meet the necessary requirements to satisfy the need, by order of the President of the School of Health of the Polytechnic Institute of Porto (E2S|P.PORTO), Professor Cristina Prudêncio, dated 22 October 2025, the opening of an international documentary selection competition has been authorised for the recruitment of an Assistant Researcher in the area of Rehabilitation Sciences – Specialisation in Neurosciences, and related fields, to carry out research activities under a public employment contract for an indefinite period, pursuant to Article 9 of Law no. 55/2025, of 28 April, which approved the Statute of the Scientific Research Career and the common regime of the specific scientific research careers governed by private law (hereinafter referred to as ECIC), and the General Law on Employment in Public Functions (LTFP), approved as an annex to Law no. 35/2014, of 20 June, as amended. To implement the FCT TENURE programme – 1st edition, the deadline for submitting applications is 15 working days from the day following the publication of this Notice of Opening in the Diário da República.

This position was opened under the FCT TENURE program – 1st edition, within the strategic objectives of the School of Health of the Polytechnic Institute of Porto, and the researcher to be recruited will become an integrated member of the Research Unit “Centre for Research in Rehabilitation”, through the Psychosocial Rehabilitation Laboratory (LabRP) and under the funding line for permanent hiring of PhD holders (Additional State Budget 2024 funding program to stimulate the hiring of researchers).

In accordance with Articles 9 to 14 of the ECIC and other applicable legislation, the following provisions shall apply:

1. Authorization order:

The opening of this competition was authorized by Order no E2S/P-52/2025, dated 22 October 2025, issued by the President of the School of Health of the Polytechnic Institute of Porto (ESS|P.PORTO), Professor Doctor Cristina Prudêncio, under the competence assigned to her by subparagraph d) of paragraph 1 of Article 15 of the Statutes of the School of Health of the Polytechnic Institute of Porto, upon proposal of the Technical-Scientific Council of the School of Health of the Polytechnic Institute of Porto, pursuant to subparagraph t) of paragraph 1 of Article 20 of



the same Statutes. The said order was published in the 2nd series of the Diário da República no. 55, of 19 march 2025.

The existence of adequate budgetary allocation and the fact that the post under competition is provided for in the staff map of the School of Health of the Polytechnic Institute of Porto, and therein characterized as requiring its holder to perform research activities assigned to an Assistant Researcher in the above-mentioned scientific area, in the Research Unit "Centre for Research in Rehabilitation," through the Psychosocial Rehabilitation Laboratory (LabRP), have been confirmed. Compliance with the provisions of the State Budget Law for 2024 has also been verified.

2. Approval of this Notice of Opening:

This Notice of Opening was approved, under paragraph 2 of Article 14 of the ECIC, by the Competition Jury at its meeting of (date) 2025, as recorded in the minutes of that meeting duly approved in draft form.

3. Scientific area, category, career, and institution:

3.1 The scientific area of this competition is Rehabilitation Sciences – Specialization in Neurosciences, and related areas;

3.2 This competition is opened for the recruitment, through a public employment contract, of an Assistant Researcher, a category of the research career provided for in Article 5 of the ECIC.

4. General and specific admission requirements:

4.1 General requirements – those defined in Article 17 of the General Law on Public Employment (LTFP), approved by Law no. 35/2014, of June 20, in its current wording;

4.2 Specific requirements – those defined in paragraph 1 of Article 10 of the ECIC, whereby the competition is open to national, foreign, and stateless candidates holding a PhD degree in Rehabilitation Sciences or Neurosciences with an emphasis on Cognitive Neurosciences, or related areas, the latter being understood as those in which the candidate's doctoral thesis represents a relevant contribution to the area for which the competition is opened; and holding a scientific and professional curriculum demonstrating a profile suited to the position(s) under competition. Candidates holding a PhD in non-related areas may also be admitted, provided that their scientific and professional curriculum demonstrates a relevant profile for the position(s) under competition.

4.3 PhD holders with permanent employment relationships in the Scientific Research, University Teaching, or Polytechnic Higher Education Teaching careers, or with indefinite-term contracts in institutions not covered by the Career Statutes, shall not be eligible for this support.

4.4 Additionally, only PhD holders who have held a fixed-term contract or fellowship, as a PhD, at an institution within the National Science and Technology System, as stipulated in Article 14 of Decree-Law no. 63/2019, of 16 May, shall be eligible for this support.

5. Remuneration and working conditions:

5.1 The remuneration scheme shall be that provided for in Article 26 of the ECIC.

5.2 The remuneration shall correspond to the position on the single remuneration table equivalent to the salary corresponding to index 195 of the 1st step of the Assistant Researcher category, as mentioned in Annex I of Decree-



Law no. 124/99, of April 20, unless the candidate declared winner of this competition is already employed in this category in another public institution where a higher remuneration is earned.

5.3 The working conditions shall be those provided for in the ECIC, in the legislation governing public employment contracts, and in the regulatory norms of the Polytechnic Institute of Porto applicable to hired researchers.

6. Functional content:

The functional content of the position to be filled is that set forth in Articles 4 and 5 of the ECIC.

7. Workplace, type of competition, number of positions, and validity period:

7.1 The workplace is located at the Psychosocial Rehabilitation Laboratory (LabRP), integrated in the Research Unit "Centre for Research in Rehabilitation", Rua Dr. António Bernardino de Almeida, 400, 4200-072 Porto, Portugal, and/or other locations required for the development of research activities.

7.2 This competition is, pursuant to paragraph 4 of Article 9 of the ECIC, a documentary competition, consisting of the assessment of the candidates' curriculum vitae and scientific output.

7.3 The assessment referred to in 7.2 may be complemented by public hearings, under subparagraph b) of paragraph 5 of Article 12 of the ECIC, if the Jury so decides.

7.4 The public hearing does not constitute a selection method and is not graded; it serves solely to obtain clarifications or explanations on elements contained in the candidates' curricula.

7.5 The number of positions to be filled is one (1).

7.6 This competition procedure is intended exclusively for filling the announced position(s) and may be terminated up to the homologation of the final ranking list of candidates, expiring upon the effective filling of the position.

8. Competition Jury:

President:

- Maria Cristina Prudêncio Pereira Soares, Principal Coordinating Professor and President of the School of Health, Polytechnic Institute of Porto.

Full Members:

- António José Pereira da Silva Marques, Principal Coordinating Professor, School of Health, Polytechnic Institute of Porto;
- Artemisa Agostinha Monteiro da Rocha Dore, Coordinating Professor, School of Health, Polytechnic Institute of Porto;
- Adriana da Conceição Soares Sampaio, Associate Professor with Aggregation, School of Psychology, University of Minho;
- Emanuel Pedro Viana Barbas de Albuquerque, Associate Professor with Aggregation, School of Psychology, University of Minho;
- Irene Palmares Carvalho, Associate Professor with Aggregation, Faculty of Medicine, University of Porto;
- Jaime Emanuel Moreira Ribeiro, Coordinating Professor, School of Health, Polytechnic Institute of Leiria.



In the event of absence or impediment, the President of the Jury shall be replaced by Professor Paula Maria Costa Lopes, Coordinating Professor and Vice-President of the School of Health, Polytechnic Institute of Porto.

9. Absolute merit approval

9.1 The admission of candidates is subject to their approval in absolute merit, based on the merit of their overall curriculum in the scientific area of the competition, while also taking into account the cumulative fulfillment of the following requirements:

- a) Being the author or co-author of at least five (5) articles in the scientific area for which this competition is opened, or in related areas, indexed in one of the Web of Science Core Collection indices – Web of Science Clarivate Analytics – within the last five (5) years;
- b) Having experience in the supervision or co-supervision (completed) of undergraduate, master's, or doctoral students, or post-doctoral or master's degree holders with research fellowships;
- c) Possessing proven technical and scientific competencies framed within the Thematic Line of Rehabilitation Sciences – Specialization in Neurosciences, with centrality in cognitive neurosciences, or in related areas;
- d) Presenting a scientific development plan for the institution in the scientific area of this competition, whose scientific component is compatible with the competencies of point c) and with the strategic lines of the Psychosocial Rehabilitation Laboratory (LabRP) of the Centre for Research in Rehabilitation, namely:
 - (i) identification of risk factors for the development of mental health problems and predictors of the effectiveness of rehabilitation programs for this population;
 - (ii) development and optimization of cognitive and social cognition training programs for populations with mental health problems;
 - (iii) development and optimization of non-invasive neuromodulation programs for populations with mental health problems.

9.2 Candidates must provide proof of compliance with the requirements stated above, indicating the search key used in the Web of Science to confirm them, and including in their CV a list from the same database that substantiates this information.

10. Evaluation and ranking criteria

10.1 The selection methods are the assessment of the candidates' scientific and curricular background.

10.2 For the curricular evaluation, the following domains shall be considered and weighted, according to the requirements of the functions corresponding to the category in this competition:

- a) Scientific and Technical Performance and Scientific Supervision – 60%
- b) Professional Experience, Academic and Professional Training, Participation in Management Bodies, and Community Service – 15%
- c) Scientific Project – Scientific Development Plan within the institution in the scientific area of this competition – 25%

10.3 The evaluation of the criteria associated with each domain referred to in points a) and b) of paragraph 10.2 must take into account the number of years of the candidate's activity, giving particular relevance to activity carried out



in the last five (5) years, which shall represent 80% of the evaluation in each of those criteria.

10.4 The criteria for evaluating the domain Scientific and Technical Performance and Scientific Supervision are as follows:

- a) Scientific Production (35%) – Quality and quantity of scientific production in the area of the competition (articles, books, book chapters), expressed by the number, type, and quality of publications;
- b) Participation in Scientific Projects (35%) – Quality and quantity of scientific projects participated in, within the area of the competition, funded competitively by public funds through national or international agencies, or funded by companies. Evaluation of quality must consider the amount of funding obtained, the role performed (e.g., principal investigator, invited consultant, participant), and the competitiveness of the call;
- c) Involvement in the Scientific Community (15%) – Assessed by the ability to engage in the scientific community, expressed, namely, through the organization of events, participation as (co-)editor of journals, participation in project and article review, participation in academic juries, scientific societies, funded mobility programs, and recognition obtained through awards or other distinctions and their impact;
- d) Scientific Supervision (15%) – Supervision of students in doctoral, master's, and undergraduate theses.

10.5 The criteria for evaluating the domain Professional experience, training, participation in management bodies, and community service are as follows:

- a) Links with industry and community (10%) – Authorship or co-authorship of patents or registered intellectual property rights; participation in standardization committees and in drafting legislative projects and technical standards; participation in consultancy, testing, and measurement activities involving the business sector and/or public sector; participation as instructor in specialized (non-degree) courses of scientific or technical scope; participation in community-based projects in collaboration with non-academic public, private, and/or social sector entities. Evaluation should also consider the economic valorization of achieved research results, measured by development and technology transfer contracts and the creation of spin-off companies.
- b) Science and Technology Outreach (30%) – Presentation of scientific communications and moderation of panels; lectures and seminars aimed at the general public; impact of the candidate's work in the competition area and subarea on the broader scientific community (e.g., references in scientific outreach forums).
- c) Participation in scientific, pedagogical, or institutional management activities (10%) – Participation in such activities as evidence of engagement and leadership.
- d) Professional Experience (25%) – Relevant professional experience in the area of the competition.
- e) Academic and Professional Training (25%) – Academic degrees obtained relevant to the competition area; training in domains relevant to the area of the competition should also be valued.

10.6 The criteria for evaluating the Scientific Project are as follows:

- a) Clarity of its structure and quality of presentation – 10%;
- b) Scientific relevance and adequacy of the proposed program, considering the frontier of knowledge in the area and domain of the competition – 20%;
- c) Adequacy of the proposed program to the institution – 40%;
- d) Degree of innovation introduced – 30%.



10.7 The weights associated with each criterion and the detailed selection and ranking parameters can be consulted at:

<https://www.ess.ipp.pt/e2s/recrutamento/concursos-investigadores/concursos-investigadores>, and form an integral part of this Notice.

11. Public Hearing

11.1 The assessment of the scientific and curricular background may be complemented by a public hearing of all candidates, whenever the Jury so decides. The hearing does not constitute a selection method and is not graded, serving solely to obtain clarifications or elaborations on elements contained in the candidates' curricula.

12. Rules of procedure of the Jury

12.1 The Jury shall operate in compliance with the procedural rules established in the ECIC.

12.2 At its first meeting, and if it does not opt to hold public hearings of candidates prior to ranking, the Jury shall proceed, pursuant to paragraph 4 of Article 12 of the ECIC, as follows:

- a) Admission or exclusion of candidates;
- b) Approval or non-approval of candidates in absolute merit and in the selection methods;
- c) Ranking of approved candidates.

12.3 A negative vote regarding approval in absolute merit may be grounded, namely, on the insufficiency of the candidate's curriculum vitae relevance, quality, and timeliness, and of the most relevant and impactful academic contributions selected by the candidate, demonstrating clear inadequacy for the minimally acceptable performance of research duties in the scientific area of the competition.

12.4 Once the candidates approved in absolute merit have been definitively identified, the Jury shall rank them in accordance with paragraph 4 of Article 12 of the ECIC, using the established evaluation parameters.

12.5 The voting procedure for deciding on the final ranking of candidates shall be as follows:

12.5.1 During the meeting and before voting begins, each Jury member shall present, in a written document to be attached to the minutes, their proposed ranking of the candidates, considering the approved parameters and criteria.

12.5.2 In all votes, each Jury member must respect their presented ranking; abstentions are not permitted.

12.5.3 The first vote shall determine the candidate to be placed in first position.

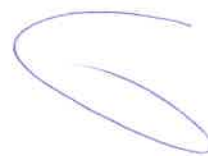
12.5.4 If a candidate obtains more than half of the votes, they are placed first; otherwise, voting is repeated after removing the least-voted candidate.

12.5.5 If there is a tie between two or more candidates for the least-voted position and at least one candidate is not tied in that position, a restricted vote shall be held to break the tie. If the tie persists, the Jury President decides which candidate is eliminated.

12.5.6 If all candidates tie in the first vote, voting shall be repeated after discussion among the Jury members; if the tie remains, the President decides which candidate is eliminated.

12.5.7 The process is repeated until a candidate obtains a majority of votes for first place. Once that candidate is removed, the process repeats for second place, and so on, until a ranked list of all candidates is obtained.

13. Application procedure



13.1 Applications must be submitted:

- a) Exclusively through the website <https://www.ess.ipp.pt/candidaturas>, explicitly indicating the reference of the vacancy;
- b) Applications sent by e-mail or any other means, electronic or otherwise, not specified above, shall not be accepted;
- c) The application must include: full name, parentage, identification document number and date, Citizen Card or civil identification number, tax identification number, date and place of birth, marital status, profession, residence, and contact details, including e-mail and telephone number.

13.2 Applications must be accompanied by documents proving compliance with the conditions set forth in point 4, namely:

- a) Electronic application form for the competition procedure;
- b) Declaration specifying and justifying how the candidate meets the requirements in point 4 of this Notice;
- c) Copy of the PhD degree certificate or diploma, or its recognition/registration;
- d) Detailed Curriculum Vitae, structured according to the selection and ranking criteria in point 10, enabling the evaluation of the relevance, quality, and timeliness of the candidate's scientific and curricular background, as required by paragraph 6 of Article 13 of the ECIC;
- e) Proof and/or copies of all items listed in the CV, or DOI links for the scientific articles included, organized into folders according to the selection and ranking criteria described in point 10;
- f) Candidate's self-assessment filling in the detail of the selection and ranking criteria referred to in point 10.7, with indication of the corresponding CV pages;
- g) Proof that the candidate meets the general and specific requirements of point 4;
- h) Scientific Project – Scientific Development Plan for the institution in the competition's scientific area (maximum 5,000 words).

13.3 Failure to present documentary evidence of curriculum elements, or to organize the CV and supporting materials as prescribed above, results in non-assessment and non-valorization of such elements.

13.4 Candidates are responsible for providing all curricular information and supporting documentation truthfully, including impact factors and quartiles for each article and funding values and sources for identified projects. The Jury is not required to seek unverified information.

14. Grounds for exclusion

14.1 Candidates who fail to submit, within the deadline, at the specified place and in the specified manner, all required documents, or whose documents do not prove fulfillment of the general and specific requirements in point 4, shall be excluded.

14.2 Candidates shall also be excluded, even if ranked in a position allowing hiring, if, when requested to present documents proving eligibility for an indefinite public employment relationship with the Institute, they fail to submit them within the given deadline, or if submitted documents are inadequate, false, or invalid.

14.3 If a candidate is excluded under the previous paragraph, by order of the President of the School of Health of the Polytechnic Institute of Porto, the next candidate on the final ranking list will be invited to provide the necessary documentation.

14.4 Candidates excluded under these provisions shall be granted a prior hearing of ten (10) days to present their comments.

15. The minutes and the final ranking list will be published on DOMUS.

16. Under Article 121 of the Code of Administrative Procedure, after notification, candidates have 10 working days to respond.

17. Non-discrimination and equal access policy

P.PORTO actively promotes a policy of non-discrimination and equal access. No candidate may be privileged, benefited, prejudiced, or deprived of any right or exempt from any duty on grounds of ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological convictions, or trade union membership.

Under Decree-Law no. 29/2001, of 3 February, candidates with disabilities are given preference in cases of equal classification, which prevails over any other legal preference. Candidates must declare, in the application form and under oath of honor, their degree of disability, type of impairment, and communication/expression means to be used in the selection process, pursuant to the above-mentioned decree.

18. This Notice shall be published as follows:

- a) In the 2nd series of the Diário da República;
- b) On the Public Employment Exchange website www.bep.gov.pt;
- c) On the website of ESS|P.PORTO at <https://www.ess.ipp.pt/ess/recrutamento/concursos-investigadores/concursos-investigadores>.

Porto, 23 of October, 2025 — The President, *Professor Cristina Prudêncio*

