

## **NOTICE OF OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE HIRING OF 1 (ONE) PRINCIPAL RESEARCHER**

The Institute of Public Health of the University of Porto (ISPUP) is opening an international selection process under the Institutional Support Selection Procedure – Associated Laboratories to hire a Principal Researcher for research activities in the scientific field of Public Health Sciences. The position will be a permanent employment contract in accordance with the Labor Code. This hiring is conducted under the framework agreed with the Foundation for Science and Technology (Contrato-Programa) to support activities included in the strategic plan of the associated Laboratory for Integrative and Translational Research in Population Health (ITR) (Ref. CEECINSTLA/00007/2022).

**Application deadline:** October 08<sup>th</sup> to November 19<sup>th</sup>, 2024

### **1. Scientific area(s)**

Public Health

### **2. Applicable legislation**

Decree-Law No. 63/2019, of May 16, the diploma that establishes the Legal Regime for Institutions Dedicated to Scientific Research and Development (RJIICD); Decree-Law No. 124/99, of April 20 – Scientific Research Career Statute; Labor Code approved by Law No. 7/2009, of February 12, in its current version.

### **3. Admission requirements**

National, international, and stateless candidates who hold a doctorate in Public Health and hold a scientific and professional curriculum that reveals experience and a profile appropriate to the activity to be developed are eligible to apply. Specifically, the candidate must have:

- a) PhD in Public Health and 5 or more years of professional experience in the scientific field of applied statistics in public health;
- b) Proven ability in leading and coordinating scientific teams;
- c) Experience in training and supervising master's and doctoral students;
- d) Experience in management roles within educational or research institutions.

*If the doctorate has been awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution following the provisions of Article 25 of Decree-Law / no. 66/2018, of 16 August, which approves the legal regime for the recognition of academic degrees and diplomas of Higher Education awarded by foreign higher education institutions and point e) of paragraph 2 of article 4 of Decree-Law no. 60/2018 of 3 of August, and any formalities established therein must be fulfilled by the date of the contract.*

#### **4. Functions**

This hiring aims to carry out research, development and innovation activities, as well as other scientific and technical activities aligned with the institution's mission, including:

- a) Participating in the design of research and development programs and projects with technical-scientific autonomy;
- b) Coordinating and supervising the execution of research and development projects;

- c) Implementing training initiatives in the field of statistical methodology;
- d) Overseeing the research work carried out by scholarships, interns, and research assistants;
- e) Supervising and participating in education and training programs within the institution;
- f) Performing the duties for which they have been elected or appointed in the institution's bodies.

## **5. Workplace**

The workplace is located at the Institute of Public Health of the University of Porto (ISPUP) – Rua das Taipas 135, 4050-600 Porto.

## **6. Salary**

The gross monthly base salary is equivalent to the 1st salary position of the Principal Researcher category – index 220: €3867.02 (three thousand eight hundred and sixty-seven euros and two cents), plus meal, holidays, and Christmas supplements, under an exclusivity regime.

## **7. Selection Methods**

The evaluation includes a document review [Curriculum Vitae (70%) and Work Plan (30%)] and, when necessary, an interview. The panel may conduct an interview to clarify aspects related to the candidate's research results. If none of the candidates demonstrate the necessary profile to conduct the work plan, the panel reserves the right not to award the position.

### **7.1 Document review (0 to 20 points)**

**a. Evaluation of the Scientific and Curricular Record of the candidates, accounting for 70% of the Document Review (0 to 20 points)**

The evaluation of the scientific and curricular record, considering the appropriate profile for the role described in this application, will focus on the relevance, quality, and timeliness of the following aspects:

- a) Record of international publications in peer-reviewed journals, evaluated in terms of quantity, quality, and relevance to current public health issues, with a particular emphasis on statistical modelling (30%);
- b) Experience in planning and conducting statistical analysis of large health datasets in projects with public and private non-academic institutions/companies and as a community service (20%);
- c) Coordination and participation in national and international research projects within multidisciplinary teams and involving complex study designs (15%);
- d) Experience in producing evidence to inform health policies and decision-making strategies (15%);
- e) Management and communication activities related to science and technology (10%);
- f) Experience in training and supervising master's and doctoral students (10%).

**b. Work Plan, accounting for 30% of the Document Review (0 to 20 points)**

The candidate must outline the research plan he/she intends to carry out over the next five years, putting into context the strategies proposed in both the scientific area and in cooperation with society. The following criteria must be considered and weighted according to the requirements of the position corresponding to the category in this selection procedure:

- a) Leadership in the design and implementation of institutional research and development programs with an emphasis on data science (20%);
- b) Funding strategies resulting in personal research and development projects (20%);
- c) Implementation of training initiatives in research methodology (20%);
- d) Support and supervision of research work conducted by junior fellows, interns, and research assistants, contributing to their training (20%);
- e) Supervise and participate in programs related to education, training, management, and communication of science and technology within the institution (20%).

## **7.2 Interview (0 to 20 points)**

If an interview is conducted, the three candidates scoring the highest in the evaluation of their scientific and academic record will be selected. The panel will assess the following aspects:

- a) Quality of the career plan and alignment with the institution's goals and structures (25%);
- b) Knowledge and professional competencies to execute the work plan (25%);
- c) Leadership capacity, namely to build a research team (20%);
- d) Communication skills (15%);
- e) Professional attitude (15%).

Failure to attend the interview phase of the selection process, if applicable, will be considered a withdrawal from the selection process, and the candidate(s) will be excluded.

## 8. Scoring of Selection Methods

Each panel member evaluates the candidates' scientific and curricular record and work plan on a scale of 0 to 20 points, with the score being determined by the weighting defined in the assessment criteria.

The evaluation of the second selection method (interview) is also expressed on a scale of 0 to 20 points, with the score determined by the weighting of the assessed criteria.

The selected candidate must score at least 10 points (half of the total score) in both the document review and the interview, if applicable.

- a) When only document review is used for evaluation, the final score (F) will be calculated as follows:

$$F = [(Document\ Review = 0.7 * Scientific\ and\ Academic\ Record + 0.3 * Work\ Plan)]$$

- b) When both the document review and the interview are used for evaluation, the final score will be calculated as:

$$F = [(Document\ Review = 0.7 * Scientific\ and\ Academic\ Record + 0.3 * Work\ Plan) * 0.7 + (Interview) * 0.3]$$

## 9. Composition of the jury

President – Henrique Barros (ISPUP, Portugal)

Effective member – Polychronis Kostoulas (University of Thessaly, Greece)

Effective member – Laura Howe (Bristol, United Kingdom)

Effective member – Ana Luísa Trigo Papoila (NOVA Medical School, Portugal)

Effective member – Pedro Oliveira (ICBAS, Portugal)

## 10. Formalization of applications

Applications are formalized, **mandatorily**, through email to the address [candidaturas@ispup.up.pt](mailto:candidaturas@ispup.up.pt), with the ref. "**Principal Researcher\_LA2024**" in the subject.

10.1 The application must be submitted in English and should include the following documents:

- a) Letter of motivation, in which the candidate must, in addition to addressing the minimum requirements, explain the motivation for conducting scientific research, reasons for applying for this position, and how her/his academic profile and previous experience align with this position;
- b) Curriculum Vitae, with the indication of full name and contact information;
- c) Copy of the supporting documents of all the degrees obtained by the candidate (including doctorate), with the final classification obtained and the respective academic degree recognition by a Portuguese higher education institution (if applicable). The degree recognition must be duly proven until the act of hiring. If the recognition of the degree is under review, proof of the request should be submitted;
- d) Other documents that the applicant justifies as relevant for the examination of his/her application (if applicable).

10.2 Applications must be submitted by November 19<sup>th</sup>, 2024

10.3 Failure to comply with the deadline for submission, failure to submit or submission of the documents referred to in point 10.1 (a) after the application submission deadline will lead to the exclusion of the application.

The exclusion decision is notified to the candidates in the final minutes by e-mail to hold the hearing of the interested parties.

10.4 The jury may, whenever deemed necessary, request that the candidates submit additional documents supporting the information provided in their curriculum, specifying a deadline for submission.

10.5 False statements made by candidates will be punished following the law.

### **11. Form of advertising/notification of results**

- a) The minutes(s) regarding the phase(s) of evaluation of the applications will be sent via email to the address provided by the candidates in their Curriculum Vitae.
- b) Prior hearing and deadline for the final decision: under Article 121 of the Code of Administrative Procedure, after being notified, candidates have ten working days to appeal.

**12.** In case of withdrawal of the candidate ranked first, the Institute retains the right to call the second highest ranking candidate and so on until the vacancy is filled.

### **13. Duration of the contract**

This contract is expected to begin on December 1<sup>st</sup> 2024 and is a permanent contract, subject to budget availability.



#### **14. Non-discrimination and equal access policy**

ISPUP actively promotes a policy of non-discrimination and equal access so that no candidate can be privileged, benefited, harmed or deprived of any right or exempted from any duty due to, in particular, ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, the territory of origin, language, religion, political or ideological beliefs and trade union membership.

#### **15. Privacy and data protection policy**

ISPUP is committed to complying with personal data protection legislation to protect the data and privacy of employees, students, and partners. As the controller, ISPUP undertakes to process all data collected in the application process following the procedures defined in the data protection legislation and per the stipulations of the Privacy Policy.