

**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 procedure for one Principal Researcher for research activities in the scientific field of Epidemiology and Public Health (2023.15936.TENURE.001). The position will be a permanent employment contract in accordance with the Labor Code.

This tender is open under the under the Program Contract for the Institutional Support Competition Procedure – FCT-TENURE 1st edition, designed to promote the hiring of doctorates exclusively for permanent positions.

Application deadline: March 18th to May 2th, 2025

1. Scientific area(s)

Epidemiology; Public Health

2. Applicable legislation

Scientific Research Career Statute, diploma n° 607-A/2027, published in the 2nd serie of Diário da República of November 22, 2017, in its current version; and 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 or Epidemiology 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 or Epidemiology with 5 or more years of professional experience, particularly in epidemiologic research;

- b) Proven ability in designing and implementing epidemiologic studies based on advanced methods;
- c) Proven ability in leading and coordinating scientific teams;
- d) Responsibility in postgraduate training with completed supervision of doctoral students;
- e) Experience in management roles within educational or research institutions;
- f) Experience in developing and disseminating research, strengthening the connection between public health and communities.

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 and development 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, with a particular focus on causal inference models;
- b) Coordinating and supervising the execution of research and development projects;
- c) Implementing training initiatives in the field of epidemiological methods;
- 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 he/she has 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: €3,950.17 (three thousand nine hundred and fifty euros and seventeen 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. 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, as first or last author, in peer-reviewed journals, evaluated in terms of quantity, quality, and relevance to current public health issues, with a particular emphasis on epidemiological methods (20%);
- b) Coordination of national and international research projects within multidisciplinary teams conducted with competitive funding (15%);
- c) Management and communication activities related to science and technology (participation in evaluation committees for activities of technical and scientific

nature; holding roles or positions within the governing bodies of scientific institutions) (15%);

- d) Supervision of master's and doctoral students with completed theses (15%);
- e) Participation in national and international research projects within multidisciplinary teams conducted with competitive funding (10%);
- f) Experience in planning and conducting projects with public and private non-academic institutions/companies and as a community service (10%);
- g) Experience in training and education activities in the field of epidemiology (5%);
- h) Participation in the management bodies of scientific and/or professional societies (5%);
- i) Experience in editorial teams of national and/or international journals (5%).

7.2. 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 a focus on the application of causal inference models (20%);
- b) Funding strategies to ensure the successful execution of the work plan (20%);
- c) Implementation of training initiatives in research methodologies (20%);
- d) Support and supervision of the research work conducted by junior fellows, interns, and research assistants, contributing to their training (20%);
- e) Supervision and participation in programs related to education, training, management, and communication of science and technology within the institution (20%).

7.3 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:

$$F = [\text{Document Review} = 0.7 * \text{Scientific and Curricular Record} + 0.3 * \text{Work Plan}]$$

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

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

9. Composition of the jury

President of the Jury – Henrique Barros (ISPUP, Portugal)

Effective member – Per Magnus (Norwegian Institute of Public Health, Norway)

Effective member – Neil Pearce (London School of Hygiene & Tropical Medicine, UK)

Effective member – Carme Borrell (Agència de Salut Pública de Barcelona, Spain)

Effective member – Jennifer Zeitlin (INSERM, France)

10. Formalization of applications

Applications are formalized, **mandatorily**, through email to the address candidaturas@ispup.up.pt, with the ref. "**Principal Researcher_FCT-Tenure2025**" in the subject.

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).

10.1 Applications must be submitted by **May 2th, 2025**.

10.2 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.

10.3 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.

10.4 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 Jun, 2025 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.