

PUBLIC NOTICE

International call for applications open for recruitment of 6 (six) doctorate(s) under the scope of the project CENTRO-04-3559-FSE-000158.

It is hereby notified that, by order of the President of the Instituto Politécnico de Tomar dated July 29, 2021, within the scope of project CENTRO-04-3559-FSE-000158 approved under Notice no. CENTRO-59-2020-06 for "Hiring Highly Qualified Human Resources - Inland Territories - Non-Business Organisations of the I&I System", published under the provisions in article 16(6) and (7) of the General Regulation of the European Structural and Investment Funds (ESIF) approved by Decree-Law No. 159/2014 of October 27, as amended by Decree-Law No. 215/2015 of October 6, an international call for applications is open for a period of 20 working days for recruitment of 6 (six) doctorate(s), through a fixed-term public employment contract with a 24-month duration subject to renewal for successive periods of 12 months up to an accumulated limit of 72 months, if the duration of the operation is renewed, ensuring the financing of the contract, in order to fill the positions listed below on a full-time basis.

The contracts to be signed with the doctorates recruited as part of this procedure are financed by the Operation with the Universal Code CENTRO-04-3559-FSE-000158 of the Instituto Politécnico de Tomar (IPT), approved under the Centro 2020 Regional Operational Programme (ROP) supported by the European Social Fund and developed in the Research Units CGEO, TECHN&ART and Ci2 of the IPT, aiming to contribute to fill an essential gap in territorial enhancement which particularly affects sparsely populated areas: the failure to take into account more than 90% of their heritage consisting of archaeological sites.

The operation to be undertaken involves a project team with a vast partnership with the academic and business sectors, heritage and tourism areas and digital and analogue expertise.

2 - Job description:

- a) **Job A:** the tasks and duties of the recruited researcher consist of characterising the communication structure of the archaeological heritage collection, training third parties in this field and liaising between the different dimensions of the project, including liaison with the Council of Europe's cultural itineraries within the scope of the project team;
- b) **Job B:** the tasks and duties of the recruited researcher(s) consist of developing applications for processing and analysing large quantities of relevant data for the articulation of the archaeology and tourism sectors and training third parties in this field within the scope of the project team;
- c) **Job C:** the tasks and duties of the recruited researcher(s) consist of supporting project management, structuring mechanisms for transferring knowledge to companies and preparing competitive projects within the scope of the project team;
- d) **Job D:** the tasks and duties of the recruited researcher(s) consist of highlighting the integrated dimension of cultural landscapes in low-density territories, enhancing the

integration of archaeological heritage with its environmental and geomorphological context within the scope of the project team;

- e) **Job E:** the tasks and duties of the recruited researcher(s) consist of analysing data and building economic models applied to regional development, linking the mapping of archaeological heritage scattered across the territory with the business fabric and opportunities for developing cultural tourism projects, within the scope of the project team;
- f) **Job F:** the tasks and duties of the recruited researcher(s) consist of incorporating conservation standards and procedures adjusted to the contexts of archaeological heritage tourism, given that archaeological heritage is at high risk of deterioration as a result of insufficient monitoring of its load capacity and insufficient assessment of its state of conservation, within the scope of the project team;

3 – General and special admission requirements: Admission requirements are those stipulated in article 17 of the LTFP as follows:

- a) Having Portuguese nationality, except in cases excluded by the Constitution, special law or international convention;
- b) Being 18 years of age or older;
- c) Not being hindered from performing public duties or from performing the duties of the position specified in this procedure;
- d) Having physical robustness and psychological profile indispensable for the performance of the duties;
- e) Having complied with the compulsory vaccination laws.

4 – General and special qualification requirements:

- a) **Job A:** Doctoral degree in archaeology and heritage;
- b) **Job B:** Doctoral degree in Computer Science, Computer Engineering or related areas;
- c) **Job C:** Doctoral degree in human, social or natural sciences;
- d) **Job D:** Doctoral degree in geology or archaeology or related areas;
- e) **Job E:** Doctoral Degree in Economics and Business Administration or related areas;
- f) **Job F:** Doctoral degree in conservation and restoration or related area;

5 - Preferential requirements to be considered when assessing applications:

- a) **Job A:**
 - i. Experience in the field of tourist enhancement of archaeological heritage and collaboration in international networks, including the interplay with the business sector and tourist-cultural itineraries;

- ii. Relevant CV in one or more of the following scientific areas: Archaeology, Characterisation and Contextualisation of Archaeological Heritage; Heritage Communication;
- iii. Experience of collaboration in research management and organisation of multidisciplinary teams, in the preparation of project proposal applications and project reports and in the organisation of project promotion activities;
- iv. Mastery of the English language is also an added advantage.

b) Job B:

- i. Previous experience and knowledge in processing and analysis of large amounts of data (Big data), Artificial Intelligence algorithms, in particular Machine Learning and Deep Learning, in programming (C++, Python, OpenCV, MATLAB, Machine Learning/Deep Learning tools);
- ii. Relevant CV in one or more of the following scientific areas: Computer Engineering, Computer Science or related areas;
- iii. Experience of collaboration in research management and organisation of multidisciplinary teams, in the preparation of project proposal applications and project reports and in the organisation of project promotion activities;
- iv. Mastery of the English language is also an added advantage.

c) Job C:

- i. Experience of working with higher education and research as well as with companies, namely in contexts of knowledge transfer and project preparation and management;
- ii. Relevant CV in one or more of the following scientific areas: applied science research and management;
- iii. Experience of collaboration in research management and organisation of multidisciplinary teams, in the preparation of project proposal applications and project reports and in the organisation of project promotion activities;
- iv. Mastery of the English language is also an added advantage.

d) Job D:

- i. PhD on areas related to earth sciences and humanities;
- ii. Relevant CV in one or more of the following scientific areas: Geoarchaeology, analysis of petrous materials, heritage management;
- iii. Experience of collaboration in research management and organisation of multidisciplinary teams, in the preparation of project proposal applications and project reports and in the organisation of project promotion activities;
- iv. Mastery of the English language is also an added advantage.

e) Job E:

- i. PhD on such areas as Tourism Economics and Regional Development, Sustainable Tourism and Heritage Enhancement, Strategic Management and Planning, Sustainability Methods of Statistical Analysis and Operational Research;
- ii. Relevant CV in one or more of the following scientific areas: Economic and Corporate Sciences, Tourism, Sustainability;
- iii. Experience of collaboration in research management and organisation of multidisciplinary teams, in the preparation of project proposal applications and project reports and in the organisation of project promotion activities;
- iv. Mastery of the English language is also an added advantage.

f) Job F:

- i. Relevant CV in one or more of the following scientific areas: Conservation and Restoration, Heritage Management, Cultural Tourism;
- ii. Experience of collaboration in research management and organisation of multidisciplinary teams, in the preparation of project proposal applications and project reports and in the organisation of project promotion activities;
- iii. Mastery of the English language is also an added advantage.

6 - Applicable legislation:

- a) Legal Framework for Scientific Employment (RJEC) approved by Decree-Law no. 57/2016 of 29 August as amended by Decree-Law no. 57/2017 of 19 July;
- b) Public employment law (Lei Geral do Trabalho em Funções Públicas - LTFP) approved by Law No. 35/2014 of 20 June in its current wording;
- c) Notice CENTRO-59-2020-06 for "Hiring Highly Qualified Human Resources - Inland Territories - Non-Business Organisations of the I&I System".

7 - Selection panels:

In accordance with article 13 of RJEC, the selection panels will have the following composition:

a) Job A:

- Luiz Miguel Oosterbeek, Full Professor at Instituto Politécnico de Tomar (Chairman);
- Célio Gonçalo Cardoso Marques, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Cecília de Melo Correia Baptista, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Luís Mota Figueira, Full Professor at Instituto Politécnico de Tomar, permanent member;

- Pierluigi Rosina, Associate Professor at Instituto Politécnico de Tomar, substitute member;
- Rita Ferreira Anastácio, Associate Professor at Instituto Politécnico de Tomar, substitute member;

b) Job B:

- Luiz Miguel Oosterbeek, Full Professor at Instituto Politécnico de Tomar (Chairman);
- Célio Gonçalo Cardoso Marques, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Cecília de Melo Correia Baptista, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Sandra Maria Gonçalves de Vilas Boas Jardim, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- João Manuel Mourão Patrício, Associate Professor at Instituto Politécnico de Tomar, substitute member;
- Henrique Joaquim de Oliveira Pinho, Associate Professor at Instituto Politécnico de Tomar, substitute member;

c) Job C:

- Luiz Miguel Oosterbeek, Full Professor at Instituto Politécnico de Tomar (Chairman);
- Célio Gonçalo Cardoso Marques, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Cecília de Melo Correia Baptista, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Ana Cláudia Leal Marques Pires da Silva Mendes, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Susana Isabel Caetano Domingos, Associate Professor at Instituto Politécnico de Tomar, substitute member;
- António Manuel Rodrigues Manso, Associate Professor at Instituto Politécnico de Tomar, substitute member;

d) Job D:

- Luiz Miguel Oosterbeek, Full Professor at Instituto Politécnico de Tomar (Chairman);
- Célio Gonçalo Cardoso Marques, Associate Professor at Instituto Politécnico de Tomar, permanent member;

- Cecília de Melo Correia Baptista, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Pierluigi Rosina, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Rita Ferreira Anastácio, Associate Professor at Instituto Politécnico de Tomar, substitute member;
- Luís Mota Figueira, Full Professor at Instituto Politécnico de Tomar, substitute member;

e) **Job E:**

- Luiz Miguel Oosterbeek, Full Professor at Instituto Politécnico de Tomar (Chairman);
- Célio Gonçalo Cardoso Marques, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Cecília de Melo Correia Baptista, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Sérgio Paulo Leal Nunes, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Luís Mota Figueira, Full Professor at Instituto Politécnico de Tomar, substitute member;
- Ana Cláudia Leal Marques Pires da Silva Mendes, Associate Professor at Instituto Politécnico de Tomar, substitute member;

f) **Job F:**

- Luiz Miguel Oosterbeek, Full Professor at Instituto Politécnico de Tomar (Chairman);
- Célio Gonçalo Cardoso Marques, Associate Professor at Instituto Politécnico de Tomar, permanent member ;
- Cecília de Melo Correia Baptista, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Ricardo Pereira Triães, Associate Professor at Instituto Politécnico de Tomar, permanent member;
- Manuel Alberto Nogueira Henriques Rosa, Associate Professor at Instituto Politécnico de Tomar, substitute member;
- Manuela Sofia da Conceição Silva, Associate Professor at Instituto Politécnico de Tomar, substitute member;

8 - Workplaces:

- a) **Workplace A:** premises of the Centro de Estudos Superiores Politécnicos de Mação (IPT) in articulation with IPT's research unit Centro de Geociências (UID00073);
- b) **Workplace B:** premises of the Escola Superior de Tecnologia de Abrantes (IPT) in articulation with IPT's research unit Centro de Investigação em Cidades Inteligentes (UID 05567);
- c) **Workplace C:** premises of the Escola Superior de Tecnologia de Abrantes (IPT) in articulation with IPT's research unit Centro de Tecnologia, Restauro e Valorização das Artes (UID05488);
- d) **Workplace D:** Centro de Estudos Superiores Politécnicos de Mação (IPT) in articulation with IPT's research unit Centro de Geociências (UID00073);
- e) **Workplace E:** premises of the Centro de Estudos Superiores Politécnicos de Mação (IPT) in articulation with IPT's research units Centro de Geociências (UID00073) and Centro de Tecnologia, Restauro e Valorização das Artes (UID05488);
- f) **Workplace F:** premises of the Escola Superior de Tecnologia de Abrantes (IPT) in articulation with IPT's research unit Centro de Tecnologia, Restauro e Valorização das Artes (UID05488);

9 - The monthly remuneration to be granted is, as provided for in no. 7.1 of Notice No. CENTRO-59-2020-06, the maximum remuneration limit for human resources with level and qualification 8, i.e. 3,209.67 Euros (value corresponding to that provided for in Remuneration Index 54 of the TRU).

10 - National, foreign and stateless applicants who hold a doctoral degree and meet the requirements set out in No. 3 of the present notice are eligible to apply to this call, for which purpose they must provide documentary evidence of suitable scientific and professional qualifications. If the doctoral degree has been awarded by a foreign higher education institution, it must be recognised under the terms and pursuant to the provisions of Decree-Law no. 341/2007, of 12 of October or Decree-Law no. 66/2018 of 16 of August, until the date of contract signature.

11 - According to article 5 of Decree-Law 57/2016, the selection shall be made on the basis of applicant's scientific and curricular assessment.

12 - The assessment of the applicants' scientific and curricular background is based on relevance, quality and timeliness of:

- a) The scientific and technological output of the last five years considered most relevant by the applicant;
- b) The applied research activities, or those based on practice, carried out in the last five years and considered most relevant by the applicant;

- c) The extension and knowledge dissemination activities developed in the last five years, namely in the context of promoting scientific culture and practices, considered of greater relevance by the applicant;
- d) The activities involving the management of science, technology and innovation programmes in Portugal or abroad.

13 - The five-year period referred to in the previous section may be extended by the selection panel at the applicant's request when justified by suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness and other circumstances of unavailability for work covered by law.

14 - The assessment of the scientific and curricular background has two components, namely:

- a) Analysis of CV and supporting documentation, giving special relevance to the contributions considered most significant by the applicants in the last five years, which will be expressed on a scale of 0 to 20, taking the elements and criteria in section 15 into account;
- b) Applicants with a mark of 14 or higher in the previous component will be accepted to the final assessment stage and must give a face-to-face presentation aimed exclusively at clarifying aspects related to the results of their research and their professional and scientific activity and the way they see their potential contribution to the theme of the project, following which the members of the panel shall foster an open discussion on its innovative content and character.

Assessment of the presentation session will be expressed on a 0 to 20 scale and should take the scientific knowledge and communication skills demonstrated by the applicants into account as well as the answers to the questions asked by the panel.

15 - The assessment criteria of the component referred to in paragraph a) of the previous section are as follows:

- a) Quality of the cultural, scientific and technological output considered most relevant by the applicants and relevant to the role they are applying for, to which a weighting factor of 75% is applied, considering:
 - i. Scientific publications: parameter that takes into account books, book chapters, articles in indexed scientific journals and with an impact factor, and communications at international conferences of which the applicants were the author(s) or co-author(s), considering their nature, impact, scientific/technological level and innovation; diversity and multidisciplinary, international collaboration and the importance of the contributions for advancing the current state of knowledge;
 - ii. Publications and knowledge organisation and dissemination initiatives: including activities related to the organisation of databases, their management, dissemination of knowledge in society, articulation between academic knowledge and initiatives in the field of tourism and related activities;

- iii. International recognition in the academic, heritage and tourism fields: parameter that takes into account awards from scientific societies, editorial activities in scientific journals, participation in editorial bodies of scientific journals, coordination and participation in event programme committees, delivery of lectures by invitation at meetings or knowledge dissemination events; membership of international societies and networks with selective admission and other similar awards;
 - iv. Coordination and participation in scientific and heritage projects: parameter that considers the participation and coordination of scientific and heritage projects by the applicants subject to competitive calls, considering the territorial scope and dimension, the technological level and importance, innovation and diversity of publications;
 - v. Supervision and guidance of students, trainees and research fellows: parameter that takes into account the supervision of doctoral, master's and undergraduate students as well as of research trainees and fellows, taking into account the number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final papers with special emphasis to award-winning works and international recognition.
- b) Applied or practice-based research activities with social impact, considered of greater relevance by the applicants and relevant to the position they are applying for, to which a weighting factor of 15% shall be applied:
 - c) Activities for the dissemination of scientific knowledge in society, namely in the context of the promotion of scientific culture and practices, considered of greater relevance by the applicants, and relevant to the position they are applying for, (weighting factor of 5%);
 - d) Holding positions or duties in national and international cultural or scientific organizations, which show a contribution to activities related to the management of culture, science, technology and innovation programs, in Portugal or abroad, and relevant to the position they are applying for, with a weighting factor of 5%.

16 - The final score for each applicant admitted to the presentation session is obtained by attributing a weighting factor of 90% to the score of the CV assessment, by application of paragraphs a) of sections 14 and 15 and a weighting factor of 10% to the score of the presentation session as according to paragraph b) of section 14.

17 - The final score of the applicants is expressed on a numerical scale from 0 to 20. In the event of a tie the decision to break the tie will be made by the Chairman of the Panel.

18 - The panel shall deliberate by means of a reasoned roll-call vote in accordance with the adopted and disclosed selection criteria, and the score and any relevant information expressed by each panel member shall be attached to the minutes of the respective meeting; abstentions are not allowed.

19 - Minutes shall be taken of the panel meetings, containing a summary of what took place, as well as the votes cast by each member and respective reasoning, and shall be made available to the applicants whenever requested.

20 - Once the selection criteria are applied, the panel draws up an ordered list of successful applicants and their respective scores. The selection panel has the option of not selecting any of the applicants.

21 - The panel's final decision shall be validated by the head of the institution, who is also responsible for deciding on the hiring.

22 - Application procedures:

- a) The requests are formalised through a request addressed to the President of the Instituto Politécnico de Tomar, including the identification of the present notice, the full name, filiation, number and date of ID card or citizen card, or passport, or civil identification number, tax ID number, date and place of birth, marital status, profession, residence and contact address, including e-mail and telephone contact;
- b) The application must be accompanied by documentary evidence of the conditions laid down in sections 3, 4 and 10 for admission to this call, or a digital version of these documents, namely:
 - i. Documents proving the fulfilment of each of the general requirements established in paragraphs a) to e) of section 3 or a declaration signed under oath in which applicants declare that they fulfil them;
 - ii. Copy of the certificate or diploma proving the possession of the specific qualification referred to in section 4, which in the case of a PhD obtained abroad, must comply with the formalities referred to in the final part of section 10;
 - iii. Motivation Letter;
 - iv. Detailed CV organised as laid down in section 15;
- c) Applicants should send all documents in digital format to the email address procedimentosconcursais@ipt.pt including in the subject of the email the identification of the present notice and the job position they are applying for (for example: international call for applications for the recruitment of 6 (six) PhD applicants as part of the project CENTRO-04-3559-FSE-000158 - Job Position A");
- d) Applicants who wish to apply for more than one of the positions mentioned in section 2 must submit a specific and individual application for each of them and send them in separate emails;
- e) The call will be open for a period of 20 working days from the date of publication of the excerpt of this Notice in the 2nd series of the Diário da República.

23 - Any application which is not properly completed or does not meet the eligibility criteria will be rejected. In case of doubt, the selection panel reserves the right to ask any applicant to provide documentary evidence in support of his/her statements.

24 - False statements made by the applicants shall be punished in accordance with the law.

25 - The lists of admitted and rejected applicants as well as the final ranking lists will be displayed at the IPT's facilities located on the Tomar campus and on IPT's website, with the applicants being notified by e-mail.

26 - Prior hearing and deadline for the Final Decision: After being notified, applicants have 10 working days to provide a response. The panel's final decisions are issued within a maximum of 20 days counting from the deadline for applicants to submit their statement.

27 - The present recruitment process is exclusively aimed at filling vacancies for the job positions indicated. It will be terminated when the final ranking list of the applicants is approved and the vacancy is filled.

28 - Non-discrimination policy and equal access: The Instituto Politécnico de Tomar and the Centro de Geociências actively promote a policy of non-discrimination and equal access.

29 - This notice was published as an excerpt in the Diário da República, 2nd series, no. ..., of ... August 2021, and as full text in the Bolsa de Emprego Público, on the websites of the Instituto Politécnico de Tomar and FCT, I. P., in Portuguese and English.