

**NOVA University of Lisbon**  
**Faculty of Science and Technology**

Notice no. 9869/2024 published in Diário da República, 2<sup>nd</sup> series, no. 90, 09/05/2024

Deadline: 31/05/2024

**International competition for the recruitment of 1 Assistant Researcher**  
**for a scientific research career on a private law basis**

Professor José Júlio Alves Alferes, Director of the Faculty of Science and Technology of NOVA University of Lisbon, under the powers delegated by Order no. 181/2023, of 4 January, makes it known that, by order of de 26/04/2024 of the Rector of NOVA University of Lisbon, Prof. João Sàágua is open, for a period of 15 working days from the day immediately following the publication of this Notice in the Official Gazette, an international documentary competition, with internal reference "Inv.Aux.2-DCR", for the recruitment of a Assistant Researcher, in the scientific area of Conservation and Restoration, sub-area Theory, History and Techniques, under the terms of an open-ended individual employment contract, in accordance with Law no. 7/2009, of 12 February, which approves the Labour Code, with its successive amendments, and under the terms of Regulation no. 393/2018, of 28 June.

This competition is open under the Stimulus Call for Institutional Scientific Employment - CEEC Institutional 2021, funded by the Foundation for Science and Technology I.P., to support the development of R&D activities, signed between FCT, I.P. and UNL, under the terms of the Scientific Employment Regulation (REC), Regulation no. 607-A/2017, of 22 November, as amended, and other applicable national and Community legislation.

In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, NOVA University of Lisbon, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously providing in order to avoid any and all forms of discrimination. In this sense, terms such as "candidate", "selected", "recruited", "hired", "author", "researcher", among others that refer to the people applying for the competition, are not used in this Notice to refer to their gender.

**I - Workplace:**

The place of work will be at facilities of the Faculty of Science and Technology of NOVA University of Lisbon, located on the Caparica Campus, in the Department of Conservation and Restoration - Associated Laboratory for Green Chemistry, Clean Technologies and Processes (LAQV) - VICARTE Research Unit - Glass and Ceramics for the Arts.

The employee will make all the journeys, in Portugal or abroad, inherent to their duties or necessary to carry out their activity.

**II – Main functions and activities:**

The Assistant Researcher will be responsible for:

- a) Develop and execute analytical protocols for the material characterisation of historic glazed ceramics in the laboratory and in situ;

- b) To investigate the technological evolution of historical glazed ceramics, as well as the processes of technological transfer, including the processes of reproducing pigments and glazes according to historical recipes;
- c) To study the mechanisms of degradation of historic tiles, contributing to the development of more appropriate conservation and restoration strategies;
- d) To supervise Master's and PhD theses in the field;
- e) Establish collaborations with interdisciplinary teams to integrate research results into comprehensive research projects;
- f) Disseminate the results obtained through publication in leading scientific journals in the research area;
- g) Fostering NOVA FCT/LAQV-VICARTE's strategic objectives of promoting excellence in Cultural Heritage research. Also strengthening collaboration with external partners, stimulating relations with museums and other institutions, and contributing to the training of the next generation of researchers in sciences applied to Cultural Heritage. Thus, reflecting our commitment to innovation and scientific leadership, positioning NOVA FCT/LAQV-VICARTE at the forefront of Cultural Heritage preservation.

### **III - Remuneration position and exclusivity:**

The **Assistant** Researcher will receive a gross monthly salary of € 3.446,76, which is based on the 1st salary position in the category of Assistant Researcher, under the terms of annexes I and II of Regulation no. 393/2018, of 28 June, with the Public Administration salary updates applied.

The **Assistant** Researcher will be recruited on a full-time basis, which implies renouncing the exercise of any remunerated function or activity, whether public or private, including the exercise of a liberal profession, and the rules set out in article 52 will apply on a full-time basis under private law.

### **IV – Contracting modality**

The recruitment of the **Assistant** Researcher in the form of an individual open-ended contract will take place under the terms of the Regulation on the careers, recruitment and employment contracts of researchers under an employment contract at NOVA University of Lisbon - Regulation no. 393/2018, of 28 June.

Everything not included in this notice will be referred to Regulation no. 393/2018, of 28 June.

### **V - Applicant admission requirements**

1. Under the terms of the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99, of 20 April (ECIC), as amended, it is a general requirement to hold a doctoral degree and have a relevant scientific curriculum in the area of the competition.
2. National, foreign and stateless candidates who hold a doctoral degree in Conservation and Restoration of Cultural Heritage, specialising in Theory, History and Technique, duly registered and/or recognised in Portugal [mandatory requirement], and who meet the following minimum admissibility requirements may apply to this competition:
  - a) Experience in the analytical characterisation of historic glazed ceramic materials, particularly tiles, and in the reproduction of pigments from historic recipes;
  - b) Demonstrated ability to attract funding for the research area in question;

- c) Experience in the use of fundamental analytical equipment in the field of research into historic ceramics and glazes (i.e. X-ray spectrometry, Raman spectroscopy, colourimetry);
- d) Experience in coordinating and participating in scientific projects.

Other requirements: Teaching, supervising and mentoring students will be valued. A good command of the English language, motivation for research, good work skills and a spirit of initiative will be considered essential. As well as a good publication record in renowned scientific journals, demonstrating the ability to bring innovation to the field of cultural heritage.

## **VI – Application instructions**

1. The application must be instructed by filling in the respective application form, which is available at <https://www.fct.unl.pt/faculdade/concursos/investigadores>.
2. The application process must be accompanied by documentation in Portuguese or English.
3. The application should be submitted preferably by email, containing the following documents:
  - a) Certificate proving the Doctor's degree in the disciplinary area of Conservation and Restoration of Cultural Heritage, specialising in Theory, History and Technique;
  - b) A summarised CV (max. five pages) with a list of publications attached, indicating the publications that the candidate considers to be the most significant.

The candidate must organise his/her Curriculum Vitae in such a way as to respond separately to each of the criteria listed in 5. and, under penalty of exclusion, identify and substantiate, among the works produced by him/her, which 3 to 5 he/she considers to best represent his/her most significant contributions to the advancement of knowledge in the area or areas for which the competition is open;

- c) Scientific and technological development plan (max. 3 pages A4);
- d) Published works, mentioned in the curriculum vitae, namely the most representative ones, with regard to their contribution to the development and evolution of the disciplinary area in which the competition is opened;
- d) Declaration, under oath, that if the jury chooses to request the documentation indicated in the previous paragraphs or any other scientific documentation mentioned in the candidate's curriculum vitae, it will be delivered within 10 working days;
- e) Other documents that candidates deem relevant for the analysis of their application.

## **VII – Presentation of the application**

1. The documents supporting the application must be submitted by the 15th working day, counting from the day following the publication of this Notice in the Diário da República.
2. Candidates will submit their application documents, in a single PDF file, by email to the following address: [div.rh.recrutamento@fct.unl.pt](mailto:div.rh.recrutamento@fct.unl.pt).

### **VIII - Evaluation parameters**

1. In this call the candidates' ability and performance will be evaluated in the various parameters under the terms of article 16 of ECIC.
2. The curricular evaluation of the various candidates in each of the parameters described below shall take into consideration the scientific area in which the call is open.
3. The parameters to be taken into consideration in the curricular evaluation of the candidates, in each of the sections, are as follows:
  - a) Scientific Activity in the thematic area of the call (SA);
  - b) Extension Activities and Dissemination of Scientific Knowledge (EADSK);
  - c) Participation in relevant Scientific Projects in the thematic area of the call (PSP);
  - d) Experience in Teaching and Advanced Training (ETAT);
  - e) Participation in Management Bodies and Provision of Services to the Community (PMB) and (PSC);
  - f) Scientific and Technological Development Plan (STDP);

### **IX - Interview**

1. The Jury will deliberate at the first meeting on the need to carry out an interview with all the candidates.
2. The interview, which does not constitute a selection method and is not graded, aims to obtain clarification or explanation of elements contained in the candidates' Curriculum vitae.

### **X - Classification by absolute merit of candidates**

1. In accordance with paragraph 1 of article 27 of the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99, of 20 April (ECIC), the jury will deliberate on the admissibility on absolute merit of the candidates, expressed by the formulas Rejected or Approved.
2. The candidate who succeeds in obtaining a favorable vote of more than half of the members of the jury is considered approved on absolute merit.

### **XI- Ordering and voting methodology**

1. Once the candidates who have passed in absolute merit have been identified, the jury will proceed to rank them in relative merit.
2. Each member of the jury shall perform a curricular evaluation of the candidates by presenting a written opinion, to be later included in the minutes, in which they propose the ordering of the candidates based on the evaluation criteria indicated in this notice, scoring each candidate for each criterion on a numerical scale from 0 to 100 points.
3. The evaluation criteria indicated shall be weighted as follows:

#### **a) Scientific Activity in the thematic area of the call (SA): 55%**

The scientific activity in the thematic area of the call will be taken into account. The relevance of the results obtained by the candidate will be taken into account, with great emphasis on the work

indicated by the candidate as their most significant contributions to the advancement of knowledge in the area for which the competition is open;

**b) Extension Activities and Dissemination of Scientific Knowledge (EADSK): 10%**

In particular the organisation of courses, seminars and conferences;

**c) Participation in relevant scientific projects in the subject area of the call (PPC)10%**

The candidate's previous experience and potential for constructively and proficiently coordinating and integrating nationally and internationally funded projects in the field for which the competition is open will be taken into account;

**d) Experience in Teaching and Advanced Training (EDFA) - 10%**

In particular, in supervising postgraduate students in the scientific area of the call;

**e) Participation in Management Bodies and Provision of Services to the Community (POG) and (PSC): 5%.**

Consideration will be given to participation and performance in tasks assigned by the management bodies of the institutions to which you have been linked and the performance of tasks aimed at the economic and social valorisation of knowledge, namely through the provision of services to the community.

**f) Scientific and technological development plan (STDP): 10%**

The plan relating to the lines of research in the area for which the competition is open, to which the candidate proposes to dedicate himself/herself at LAQV/VICARTE, will be considered:

- i) Presentation of the main problems to which you intend to devote your future research, contextualising them within the current state of the art in these areas;
- ii) Systematised and succinct description of the research strategies the candidate proposes to adopt in order to carry out their research and solve or contribute to solving the problems they have set out;
- iii) Explanation of the reasons and motivations for their choices. The career development plan may not exceed 3 A4 pages written in 12 pt font size.

4. The ordering of the Approved candidates is done by voting of the members of the jury, respecting the ordering presented in the opinion referred to in the previous number, in the following terms:

- a) The first vote is intended to determine the candidate to be placed in first place;
- b) In the voting referred to in the previous paragraph, if a candidate obtains more than half of the votes to be placed in first place, he will be ranked in this position;
- c) If the situation referred to in the previous paragraph does not occur, a new vote is held, only among the candidates who obtained votes for 1st place, after removing the candidate least voted for that place in the previous vote;
- d) If there is more than one candidate to be withdrawn, due to an equal number of votes, with a minimum of one vote each, a vote is held only on these candidates to determine the candidate to be withdrawn from the next vote; in this voting, each member will vote, among the candidates with equal votes, for the candidate who occupies the lowest position in the ordering contained in his/her opinion;

- e) If there is a tie, the tiebreaker is done through the tiebreaker vote or casting vote of the president of the jury, under the terms of paragraph 3 of article 19 of the ECIC.
- f) Voting is repeated until it is determined, by the procedure described above, which candidate to rank first. If there are only two candidates left and each one of them gets half of the votes, the tiebreaker is done through the casting vote of the president of the jury;
- g) Once the candidate for first place is chosen, he is removed from the voting and the whole process is repeated for second place and so on until an ordered list of all candidates is obtained.

## **XII – Notifications and Hearing of Interested Parties**

1. There is a prior hearing, under the terms of the Code of Administrative Procedure, of candidates who have been rejected, and of candidates ordered in place of the ordering list of candidates that cannot be provided in the job position in the competition. All candidates are notified of the homologation of the jury's final deliberation.
2. Notifications are made by email.
3. The tender process can be consulted by the candidates, at the Human Resources Division of FCT NOVA, under the terms indicated in the aforementioned notification.

## **XIII – Jury composition**

1. Under the terms of Regulation no. 393/2018, of 28 June, the assessment of applications will be carried out by a jury and will follow the procedure set out in articles 16, 18, 19, 20, paragraphs 1 and 2, 21 to 23, 24, 26 and 27 of the Scientific Research Career Statute (ECIC).
2. Under the terms of Article 19 of the Scientific Research Career Statute, the jury must be composed of a minimum of five and a maximum of nine members:
3. It must include Researchers or Professors not belonging to the Institution for which the competition is open or national or foreign specialists, in a number not less than half minus one of the members of the jury.
4. The members of the competition jury are:

### **President:**

Doctor José Júlio Alves Alferes, Full Professor and Dean of the Faculty of Science and Technology of NOVA University of Lisbon, by delegation of competences.

### **Vowels:**

Doctor Judit Molera, Full Professor of Universitat de Vic, Catalunya, Espanha;

Doctor João Paulo Pereira de Freitas Coroado, Coordinator Professor of *Instituto Politécnico de Tomar*;

Doctor João Manuel Caldas de Oliveira Mimoso, Coordinator Researcher with Aggregation of *Laboratório Nacional de Engenharia Civil*;

Doctor Maria João Seixas de Melo, Full Professor of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*;

Doctor Márcia Gomes Vilarigues, Associate Professor with Aggregation of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*;

Doctor João Pedro Botelho Veiga, Associate Professor of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*. [ ]

#### **XIV - Data Protection**

In accordance with the RGPD – General Data Protection Regulation, the data collected will be processed exclusively for the processing of the application.

[And for the record this Notice is published.

The Dean, Prof. Doutor José Alferes ]