



MIA Portugal
Multidisciplinary
Institute of Ageing

Recruitment
MIA-Portugal
Scientific Director

Deliverable 1.4

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Filename: MIA_Portugal D1.4 Recruitment of MIA-Portugal Scientific Director

- 1 Minutes of the first Jury meeting
- 2 Section VI. of the Public Notice “VI – Ranking and voting methods:”



MIA-Portugal Scientific Director

Manuel A. S. Santos has been appointed for the Scientific Director position of the Center of Excellent Multidisciplinary Institute of Ageing.

Official start date: 1st of April 2022 (employment contract provision).

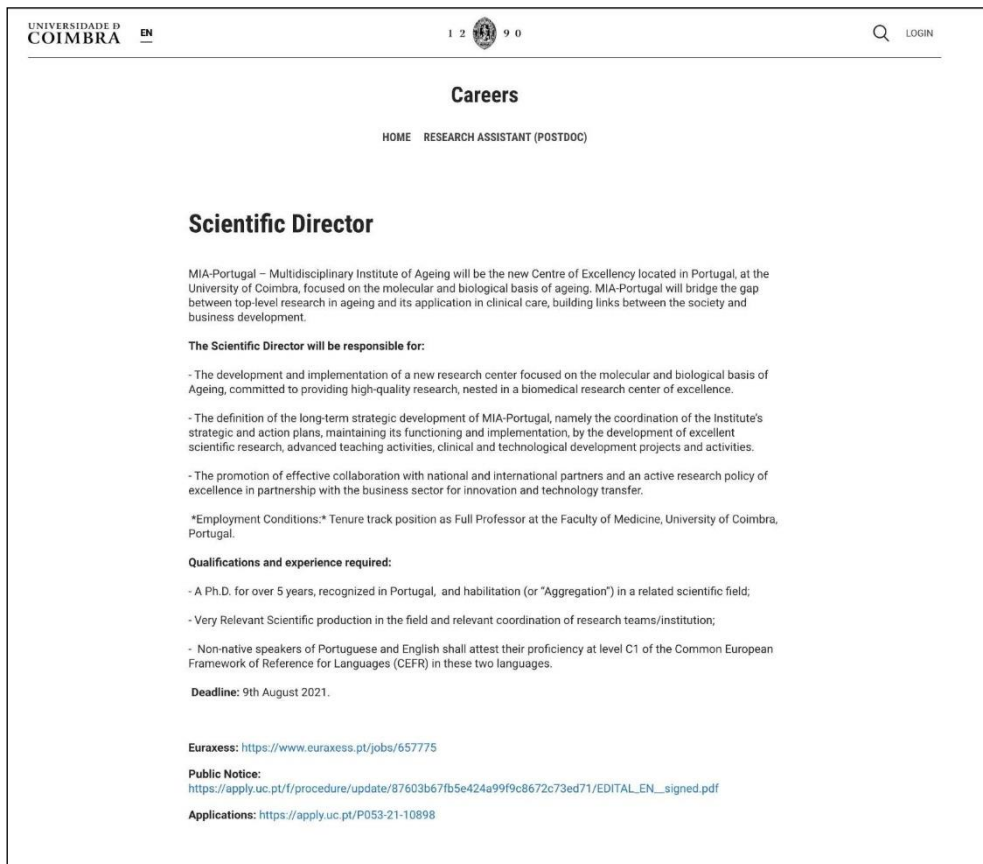
The University of Coimbra conducted an international tender (for one position for Full Professor held under a public service employment contract of unspecified duration at the Faculty of Medicine of the University of Coimbra to assume the functions of Scientific Director of the Multidisciplinary Institute for Aging.

The selection process actively promoted a policy of equal opportunities between men and women in access to employment and professional development, and acted to prevent every kind of discrimination.

Call Publicity

The University of Coimbra considered, of crucial importance, the dissemination of the call for scientific director. For this reason, several communication channels were exploited, in addition to the legal and institutional channels (Portuguese Official Journal, Euraxess, Portuguese Employment Portal, Nature).

Website MIA Portugal



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Careers

HOME RESEARCH ASSISTANT (POSTDOC)

Scientific Director

MIA-Portugal – Multidisciplinary Institute of Ageing will be the new Centre of Excellency located in Portugal, at the University of Coimbra, focused on the molecular and biological basis of ageing. MIA-Portugal will bridge the gap between top-level research in ageing and its application in clinical care, building links between the society and business development.

The Scientific Director will be responsible for:

- The development and implementation of a new research center focused on the molecular and biological basis of Ageing, committed to providing high-quality research, nested in a biomedical research center of excellence.
- The definition of the long-term strategic development of MIA-Portugal, namely the coordination of the Institute's strategic and action plans, maintaining its functioning and implementation, by the development of excellent scientific research, advanced teaching activities, clinical and technological development projects and activities.
- The promotion of effective collaboration with national and international partners and an active research policy of excellence in partnership with the business sector for innovation and technology transfer.

Employment Conditions: Tenure track position as Full Professor at the Faculty of Medicine, University of Coimbra, Portugal.

Qualifications and experience required:

- A Ph.D. for over 5 years, recognized in Portugal, and habilitation (or "Aggregation") in a related scientific field;
- Very Relevant Scientific production in the field and relevant coordination of research teams/institution;
- Non-native speakers of Portuguese and English shall attest their proficiency at level C1 of the Common European Framework of Reference for Languages (CEFR) in these two languages.

Deadline: 9th August 2021.

Euraxess: <https://www.euraxess.pt/jobs/657775>

Public Notice: https://apply.uc.pt/f/procedure/update/87603b67fb5e424a99f9c8672c73ed71/EDITAL_EN_signed.pdf

Applications: <https://apply.uc.pt/P053-21-10898>

Recruitment procedure – legal framework

The recruitment procedure of the international tender was conducted in accordance with the following legal framework:

1. University Teaching Career Statute in its latest version | Estatuto da Carreira Docente Universitária, aprovado pelo Decreto-Lei n.º 448/79, de 13.11, com a redação que lhe foi dada pelo Decreto-lei n.º 205/2009, de 31.08
2. Regulation n.º 330/2016 on the Recruitment and Hiring of Teaching Staff of the University of Coimbra | Regulamento de Recrutamento e Contratação de Pessoal Docente da Universidade de Coimbra, Regulamento n.º 330/2016, publicado em Diário da República, 2.ª série, n.º 61, de 29 de março
3. General Labour Law for Civil Servants | Lei Geral do Trabalho em Funções Públicas (LTFP), aprovada em anexo à Lei n.º 35/2014, de 20 de junho

Recruitment procedure – stages, acts and timeline

The opening of the international tender was authorized by Order of the Rector on the 22nd June 2021. (Annex)

Note

The public notice for scientific director was published at the date that was expected to be confirmed the recruitment; such deviation is due to the numerous efforts and contacts to identify the appropriate profile for such role.

The University of Coimbra made several efforts in order to identify the most promising profiles at the international level. Nevertheless none of these contacts showed interest to come under requested salary and financial conditions that were possible for the UC to fulfil.

On the 28th June 2021 the public notice of the international tender - Edital n.º 725/2021, - was published in the following dissemination channels:

- Official Journal of the Portuguese Republic | Diário da República, 2nd series, no. 123, of 28th June;
- Portuguese public employment portal | BEP;
- Euraxess portal
- Electronic platform for managing tender procedures of the University of Coimbra | ApplyUC. The application period was opened for 30 working days and ended on the 9th August 2021.
- Nature Journal Website from 26th July to 9th August
- MIA-PT social media channels (LinkedIn, Twitter)
- Information sent by e-mail to international partners and other related institutions

Accordingly to said legislation, the jury members were appointed, based on the institutional representativity and on the high scientific experience and distinction.

Chairman:

Amílcar Falcão, Rector of the University of Coimbra

Jury members:

Carlos Robalo Cordeiro, Director of the Faculty of Medicine - University of Coimbra

Rodrigo Cunha, Full Professor at the Faculty of Medicine - University of Coimbra

Thomas von Zglinicki, Full Professor at the Newcastle University Institute for Ageing, UK

Folkert Kuipers, Full Professor at the University Medical Center Groningen, The Netherlands

Carmo Fonseca, Full Professor at the Faculty of Medicine - University of Lisbon

Lene Rasmussen, Director of Centre for Healthy Ageing, University of Copenhagen

Two applications were registered.

The first jury meeting was held on 17th September 2021; the purpose was to prepare the final meeting, deliberate on the admission of applications and whether or not the Public Hearing should justifiably take place, pursuant to Section 27(2) of Regulation on the Recruitment and Hiring of Teaching Staff of the University of Coimbra. If the jury decides that the Public Hearing should take place, it shall proceed to the candidates' CV Assessment and ranking them.

The jury decided for the admission of the two applications since they fulfill the legal requirements and, for the continuation of the meeting for 04th October 2021 considering *“the need to extend and deepen the preparation of the final decision giving fulfilment, with rigour and acuity, to the evaluative task that the Jury must undertake, and, in view of the complexity and demand of the functions that integrate the category in the competition, namely those related with the direction of the Multidisciplinary Institute for Ageing and with the coordination of the strategic and action plan of the MIA project, the vast scientific activity that a first approach to the curricula and career development plans presented by the candidates allows us to foresee.”*¹

On the 4th October 2021 the candidates were notified, through public notice, of the deliberations taken by the jury during the first meeting. A copy of the signed minutes was sent to them on the same date.

There was no pronouncement during the period for hearing of interested parties - 10 working days.

The continuation of the first jury meeting was held on the 4th October 2021, and the jury decided that the public hearing should take place.

1 Minutes of the first Jury meeting

2 Section VI. of the Public Notice “VI – Ranking and voting methods:”

Consequently, the Jury proceed to the candidates' CV Assessment according to the selection criteria and evaluation parameters described in this Public Notice and ranked them in accordance with the methodology defined in section VI of the public, described below:

“After the debate on the candidates towards establishing a final deliberation about the ranking, each member of the Selection Committee will present a written document, which will be attached to the meeting minutes with their individual ranking proposal, based on the selection criteria and evaluation parameters stated in this Public Notice. Throughout the various vote rounds, each member of the Selection Committee must respect their proposed rankings. The first vote round is intended to select the candidate to be ranked in the first place. If a candidate obtains more than half of the votes, they shall be placed in the first position. If this is not the case, candidates with no votes shall be eliminated, as well as the candidate with the least votes, provided the latter obtained at least one vote.

In the event of more than one candidate being placed in the last position with only one vote, there shall be a vote to decide whom to eliminate. In this vote round, committee members shall vote on the candidate who had the lowest score according to their individual ranking, and the candidate who obtains the most votes shall be eliminated. If a tie persists between two or more candidates, the Selection Committee Chairman shall decide which candidate should be eliminated.

After this process, the Selection Committee shall vote on the ranking of the remaining candidates. This process is repeated until one of the candidates obtains more than half of the votes for the first place. The candidate placed in the first position shall then be excluded from the next vote round, which shall decide the second place. This process shall be consecutively repeated until all

approved candidates are ranked. During the voting of the Selection Committee abstentions are not allowed.”²

The candidate Manuel Santos was ranked first.

On the 13th October 2021, the candidates were notified, through public notice, of the deliberations taken by the Jury during the continuation of the first meeting and, a copy of the Minutes was sent to them by email.

There was no pronouncement during the period for hearing of interested parties - 10 working days.

On 14th October 2021 the second Jury meeting was held. At this meeting the Jury held the public hearings, assessed absolute merit, ranked the absolute merit of the candidates approved, drafted the ordering of the candidates and prepared the draft final decision. The Jury heard and questioned the two candidates in a Public Hearing and evaluated them according to the selection criteria and evaluation parameters mentioned in the public notice.

Beforehand, the candidates made a 15-minute presentation on the following topics:

*“How do you intend to coordinate the strategic plan and the action plan of the MIA Portugal project as Scientific Director of the Multidisciplinary Institute of Ageing;
What is your vision of the Project and what are the perspectives for its functioning and implementation.”*

The jury approved the two candidates in absolute merit and proceeded to ranking them in accordance with the methodology defined in section VI of the public notice described below:

The jury proceeded to the drafting of the final deliberation.

1 Minutes of the first Jury meeting

2 Section VI. of the Public Notice “VI – Ranking and voting methods:”

The candidate Manuel António Silva Santos was selected in first place.

On 22nd November 2021 the candidates were notified of the final deliberations taken by the Jury in the second meeting and a copy of the minutes was sent to candidates.

There was no pronouncement during the period for hearing of interested parties - 10 working days.

By order of the Rector dated 22nd December 2021, the tender was certified and the hiring of the first selected candidate was authorized.

On 27th December 2021, the candidates were notified of the approval of the competition through a public notice.

On 27th December 2021, an offer of employment was made to the first selected candidate who accepted.

The contract with the University of Coimbra was signed on 11th January 2022; due to negotiation with the selected candidate who had commitments to the former institution, the starting date as Scientific Director was agreed as of 1st April 2022.

Acknowledgement

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 857524.

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**This project has received funding from the European Union’s Horizon 2020 research
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under Grant Agreement N0 857524**

MIA-Portugal | 26rd May 2022



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PUBLIC NOTICE (Full Professor)

I publicly announce that, by my order issued at the date of signature of this notice an international tender for one position of Full Professor in the field of Genetics, is hereby open for 30 working days following the publication of the present notice in *Diário da República* [Official Journal of the Portuguese Republic]. The stated position will be held under a public service employment contract of unspecified duration at the Faculty of Medicine of the University of Coimbra.

This international tender shall be conducted pursuant to the *Estatuto da Carreira Docente Universitária* [University Teaching Career Statute] in its latest version, hereinafter referred to as ECDU, and the *Regulamento de Recrutamento e Contratação de Pessoal Docente da Universidade de Coimbra* [Regulation on the Recruitment and Hiring of Teaching Staff of the University of Coimbra] hereinafter referred to as RRCPDUC, Regulation No. 330/2016, of 29 March, as well as further applicable legislation.

I – Reference and Place of Work:

I.1 Public tender reference: P053-21-10898

I.2 Place of Work: University of Coimbra

I.3. Role and functions

All contained in art. 4.º e 5.º of the *Estatuto da Carreira Docente Universitária* [University Teaching Career Statute] in its latest version, hereinafter referred to as ECDU, as well as in art. 28.º, 30.º, 31.º e 40.º of the *Regulamento de Prestação de Serviço dos Docentes da Universidade de Coimbra* [Regulation on the Provision of Service of Teaching Staff of the University of Coimbra] hereinafter referred to as RPSDUC, Regulation No. 262/2017, of 19 May, applicable in accordance with the art. 26.º, 27.º, 29.º, 32.º, 36.º e 39.º, of which we highlight the following, for special relevance and pertinence for the intended recruitment and considering that, pursuant to art. 27.º of the RPSDUC, the research activity covers, namely, "*the research and creation of original knowledge, technological development, scientific and cultural creation and the publication of results*":

- In the context of the research activity as well as the direction and conducting research functions (art. 38.º of the RPSDUC and art. 5.º of the ECDU), specifically the coordination and participation in scientific research and technological development projects, perform functions of Scientific Director of the Multidisciplinary Institute for Aging, within the scope of the MIA project, funded by Horizon 2020, research and innovation program under grant agreement no. 857524, namely, coordinating the



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strategic plan and action plan of MIA-Portugal, maintain its functioning and implementation, acting as its official representative.

- Further, in accordance with the research activity (art. 38.º of the RPSDUC), in particular with the functions under art. 28.º, d) of the RPSDUC, that determine the contribution to "*the growth of the developed research activity at the University of Coimbra, including through proposals of scientific research projects and technological development to national and international funding programs*"; as well as art. 28.º, g) of the RPSDUC, which provides for the possibility of participating "*in national and international cooperation activities in the respective scientific field, including through collaboration in scientific societies, participation in editorial boards of scientific journals, coordination and participation in scientific events program commissions.*" promoting the effective collaboration with national and international teaming partners and an active research policy of excellence in partnership with the business sector for innovation and technology transfer.

II – Admission Requirements:

II.1 Applicants shall be at least 18 years old, not be inhibited to holding a job in the public sector nor forbidden to perform the intended position; applicants shall also be in good health and possess the psychological profile required for the job and shall meet the compulsory vaccination requirements.

II.2 At the time of application, applicants shall hold a Ph.D. for over 5 years, recognised in Portugal, as well as the academic title of Habilitation [Agregação], both in the above-mentioned scientific field or in a correlated one, in which case the applicant's scientific background shall demonstrate the ability to thoroughly develop work in the main field of the tender.

II.3 Applicants who are non-native speakers of Portuguese and English, shall attest their proficiency at level C1 of the Common European Framework of Reference for Languages (CEFR) in these two languages.

II.4 Applicants must reveal significant scientific production demonstrated by publication in academic journals that integrate the Web of Science or Scopus databases, with H-index at least 35 (in Scopus)

III – Application:

III.1. Submission: candidates must access and register on the electronic platform apply.uc.pt, to submit the application, selecting the procedure to which they intend to apply. The documents included in the application are exclusively in digital portable document format



UNIVERSIDADE DE COIMBRA

REITORIA

(pdf), with the exception of the documents referred in III.2.4. and III.2.6., which can be delivered in other digital formats.

The application submission is carried out by completing the sections available on the Apply UC electronic platform, under "My application".

If any of the works/papers submitted contains classified information, revealing trade or industrial secrets or literary, artistic or scientific property secrets, candidates must select that option, available on the platform for each document; otherwise, those works/papers can be freely accessed by any of the other applicants when consulting the tender records.

III.2 Mandatory documents

III.2.1 Curriculum Vitae duly dated and signed

The Curriculum Vitae shall include a foreword with the candidate's full professional background in higher education institutions, when applicable, with reference to category, field or scientific area, identification of the higher education institution in which the candidate has exercised functions, type and length of the contract, specifying the position and type of contract held at the time of application. The foreword shall also include a summary clearly demonstrating that the candidate specialises in the scientific field for which this tender is open

The candidate's Curriculum Vitae shall be structured in order to separately respond to the different items listed below in IV.2; Candidates shall also justifiably identify, on penalty of exclusion, 3 to 6 of their most relevant works/papers that have contributed to the development of the scientific field for which this tender is open.

III.2.2 Career development plan: concerning the lines of research that the candidate proposes to dedicate at the University of Coimbra, in the subject area for which this recruitment procedure is open, and in line with the MIA – Portugal project, which must also comply with the following requirements: 1) presentation of the main issues on which the candidate intends to focus his/her future research, based on the current state-of-the-art context; 2) short and summarised description of the research strategies the candidate intends to adopt to develop research and to solve or contribute to the solving of the above-mentioned issues; 3) explanation of reasons and motivations for the presented choices.

III.2.3 Copy of qualification certificates. On penalty of exclusion, until the application deadline, candidates with foreign qualifications shall make proof that their Ph.D. was recognised in Portugal pursuant to Decree-Law no. 66/2018, of 16 August. The candidates who



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hold a public service employment contract with the University of Coimbra may be exempt from the qualification certificates submission. To this end, they must select this option on the platform, stating that they are already in their individual process.

III.2.4 Separate copy (one PDF file for work/paper) of the 3 to 6 of the candidates' most relevant works/papers that have contributed to the development of the scientific field for which this tender is open.

III.2.5 Copy of all works/papers mentioned in the Curriculum Vitae.

III.2.6 Any other information considered relevant by the candidate.

III.3 All application documents above indicated in III.2 shall be submitted in either Portuguese or English, exception made to those mentioned in III.2.5 and III.2.6, which may be submitted in a different language. If the original documents mentioned under III.2.3 and III.2.4 are written in a language other than Portuguese or English, candidates are required to include a version in one of those languages. Exception is made to Diplomas, when written in Latin, in which case no translation is required.

III.4 Applications that do not comply with the instructions or that fail to meet the tender's formal requirements, pursuant to the applicable laws and to this Public Notice, shall not be accepted. In the same way, if the submission of required documents or papers are submitted outside the established timeframe, the application will not be accepted.

IV – Selection methods and criteria:

IV.1. Selection Methods: CV Assessment (50%) + Public Hearing (50%) + Approval on Absolute Merit (qualification criterion).

IV.1.1 If the Selection Committee exceptionally decides, in the first meeting, not to apply the Public Hearing, the CV Assessment shall have a weight of 100% of the score, followed by the Approval on Absolute Merit (qualification criterion).

IV.2 Selection criteria for both CV Assessment and Public Hearing are: scientific performance and pedagogical skills of the candidates, as well as other activities, such as coordination of R&D teams and leadership, deemed relevant with regard to the mission of a global university, in accordance with the assessment of the parameters mentioned below.

IV.2.1 Scientific performance of the candidate in the research area(s) for which the tender is



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open, with a weight of 80%, based on the following parameters:

IV.2.1.1 Scientific production: the relevance of the results presented by the candidates with particular focus on the works/papers selected as the most representative of their contribution to the development of the scientific field for which the tender is open.

IV.2.1.2. National and international impact and recognition of scientific production: recognition by the scientific community regarding the results presented in the scientific field for which the tender is open.

IV.2.1.3 Future scientific prospects: the ability of the candidates to show that, in the future, they can have a very relevant scientific production in the University of Coimbra, namely based on the submitted career development plans in line with the provisions of point III.2.2 of this Notice.

IV.2.1.4. Coordination and participation in scientific projects: previous experience of candidates and their potential for beneficially and successfully coordinating and participating in nationally and internationally funded projects in the scientific field for which the tender is open. Particular attention will be paid to the experience in leading teams and managing research structures.

IV.2.1.5 Active participation in the community within and outside the university: active participation in the community, namely through organizational and management duties in scientific activities, transfer of knowledge to society and participation in assessment tasks and, in general, all activities pursued by the candidates that demonstrate the skills to develop, with great quality, the activities of a global, extremely productive and scientifically recognised university.

IV.2.2 Pedagogical skills of the candidate, with a weight of 20%, will be assessed based on the following parameters:

IV.2.2.1. Teaching activity: if existing, previous teaching activity, as well as evidence of the skills to successfully carry out teaching. This will be based on the available pedagogical assessment tools, namely pedagogical surveys, the results of which candidates are required to include in their CV, and other relevant indicators, such as awards and other prizes;

IV.2.2.2. Supervision and guidance activities: activities of supervision, advising and guidance of PhD students and PhDs, at any stage in which they are, performed by the candidate.



UNIVERSIDADE DE COIMBRA

REITORIA

IV.2.2.3. Pedagogical materials produced: the quality and the quantity of pedagogical materials produced by the candidate will be assessed, as well as the relevance and impact of pedagogical publications, awards and other prizes;

IV.2.2.4. Pedagogical projects: coordination and active participation in new pedagogical projects (e.g., definition of new course syllabi, in particular, new courses related to doctoral programs, participation in the creation of new courses or study programmes, with special relevance in the contributions to the improvement and reformulation of the pedagogical aspect of Doctoral Programs) or in the reform and improvement of existing projects, as well as the implementation of projects with an impact on the teaching/learning process.

IV.2.2.5. Active participation in the community within and outside the university: active participation in the community, namely through organizational and management duties in pedagogical and knowledge transfer activities and, in general, all activities pursued by the candidate that demonstrate the skills to perform, with great quality, the activities of a global, extremely productive and pedagogically effective university.

IV.2.3. Development, by the candidate, of other activities relevant for the mission of a global university may justifiably enhance the assessment of the parameters mentioned above under IV.2.1 and IV.2.2., whenever the scope of such activities is considered to influence the performance of the candidate in relation to those parameters and the results of these activities are considered to possess the required quality to justify this enhancement.

IV.3 Each member of the Selection Committee shall assess candidates with regard to both selection methods, CV Assessment and Public Hearing, scoring each of the selection criteria (scientific performance, pedagogical skills).

The global score given by each member of the Selection Committee regarding each selection method is based on the weighted average of the scores given on each selection criterion, with the weights mentioned above in IV.2.1 and IV.2.2.

The final score given by each member of the Selection Committee to each candidate is based on the simple average of the global score obtained with regard to each assessment method - CV Assessment and Public Hearing.

Candidates are then subject to approval on Absolute Merit, followed by their ranking as mentioned below in section VI. If the Public Hearing does not take place, only the result of the CV Assessment method will be considered, followed by the approval on Absolute Merit and the



UNIVERSIDADE DE COIMBRA

REITORIA

candidates' ranking as indicated below in section VI.

IV.4. All candidates complying with the application requirements are subject to the CV Assessment, which shall be conducted under the criteria and evaluation parameters above mentioned (IV.2). However, only the first five best-ranked candidates will be called for the Public Hearing, if it takes place.

IV.5 Candidates are approved on absolute merit when the Selection Committee deems their overall CV appropriate for the available job, namely revealing scientific performance and pedagogical skills suitable for the position and the scientific field in question. This judgement is based on the selection criteria and evaluation parameters mentioned under IV.2, non-quantitatively weighted. Hired candidates that do not master Portuguese will be required to learn the language up to CEFR level C1, which allows them to teach in Portuguese, in order to maintain their contract after the probationary period.

V – Selection Process

V.1. Preliminary meeting:

In the first meeting, which is always preliminary, the Selection Committee decides on the admission of applications and whether or not the Public Hearing should justifiably take place, pursuant to Section 27(2) of RRCPDUC [Regulation on the Recruitment and Hiring of Teaching Staff of the University of Coimbra]. In the event of deciding that the Public Hearing should take place, the Selection Committee shall proceed to the candidates' CV Assessment and ranking according to the following terms. In case of non-fulfilment or partial fulfilment of any of the requirements defined in III, the Selection Committee decides whether this insufficiency prevents accepting the application, or if, having no relevant impact on the evaluation process, the application may nevertheless be accepted.

V.1.1 On the CV Assessment the merit of the candidates will only be assessed based on their experience in the scientific field for which the tender is open, according to the selection criteria and evaluation parameters described in this Public Notice (IV.2). The Selection Committee shall not therefore take the candidates' background in other areas into consideration. The ranking of the candidates shall be based on the methods described below in section VI, up to the number of the approved candidates according to the terms above herein IV.4. All candidates falling outside this number shall be deemed excluded.

V.1.2 Candidates both excluded and admitted to the Public Hearing shall be notified by Public Notice, under the terms mentioned below in section VII.



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V.2 Assessment meeting and final ranking of the candidates

In the second meeting, if the Public Hearing does not take place, the Selection Committee proceeds to apply the CV Assessment, under the terms mentioned in section V.1.1. Otherwise, if the CV Assessment has already taken place, the Selection Committee proceeds to apply the Public Hearing, followed by the candidates' ranking and the drafting of the final deliberation.

V.2.1 If the Public Hearing is to take place, the Selection Committee shall conduct it by assessing the candidates based on the selection criteria and evaluation parameters mentioned above herein IV.2, with regard to their merit only and relevant research background in the scientific field for which the tender is open. The Public Hearing of each candidate shall have the maximum duration of one hour. However, the Chairman of the Selection Committee may decide to extend it further for a period of 30 minutes. The Public Hearing is conducted by the Chairman of the Selection Committee, without prejudice to other members of the Selection Committee also interacting with the candidate upon decision of the Chairman.

This hearing shall be held in Portuguese, unless the candidate or any members of the Selection Committee are not proficient in this language. In this case, it may be conducted in English, upon decision of the Chairman. Failing to attend the Public Hearing shall result in the exclusion of the procedure. Similarly, candidates failing to attend a duly scheduled conference call shall also be deemed excluded.

V.2.2 In view of the final score given by each member of the Selection Committee, under the terms described in IV.3, it then proceeds to assess the absolute merit of the candidates admitted to this stage of the procedure.

V.2.3 Candidates are approved on absolute merit when the majority of the selection members present at the meeting justifiably deems them to have achieved the level defined in IV.5, each member of the Selection Committee having to respect their previous proposed rankings.

V.2.4 The Selection Committee finally ranks the candidates approved on absolute merit, based on the methodology described under VI, proceeding to the drafting of the final deliberation.

V.2.5 The position will not be filled if the Selection Committee decides that none of the candidates fulfils the requirements established in this Public Notice.

V.2.6 All the candidates shall be notified regarding the provisional deliberations of the Selection Committee, containing the proposed ranking of the selected applicants as well as the



UNIVERSIDADE DE COIMBRA

REITORIA

list of those excluded. Candidates can, if they so wish, appeal the decision of the Committee, in due respect for their right to a fair hearing, pursuant to Section 121 of the Código do Procedimento Administrativo [CPA - Code of Administrative Proceedings]. The period to submit an appeal begins on the day of the Public Notice when the Selection Committee's deliberation is published, pursuant to Section 113(8) of the CPA.

V.3 If any of the candidates exercises their right to be heard, the Selection Committee shall hold a third meeting, in order to analyze the request, and the candidates will be notified of its deliberations, under the terms of section VII herein.

V.3.1 If the Selection Committee finds such allegations well founded, it shall proceed according to its deliberations, thereby notifying the candidates under the terms of VII.3 herein.

V.3.2 If the Selection Committee finds such allegations unfounded, following the candidates' notification under the terms of V.II.3 herein, the procedure shall then be submitted to the Rector's approval.

V.4. All candidates will be notified regarding the approval decision under the terms of section VII herein. The administrative records of the tender may be consulted by the candidates, upon previous appointment, requested by e-mail sent to the Human Resources Management Service's e-mail address: sgrh@uc.pt.

VI – Ranking and voting methods:

VI.1. After the debate on the candidates towards establishing a final deliberation about the ranking, each member of the Selection Committee will present a written document, which will be attached to the meeting minutes with their individual ranking proposal, based on the selection criteria and evaluation parameters stated in this Public Notice. Throughout the various vote rounds, each member of the Selection Committee must respect their proposed rankings.

VI.2 The first vote round is intended to select the candidate to be ranked in the first place. If a candidate obtains more than half of the votes, they shall be placed in the first position. If this is not the case, candidates with no votes shall be eliminated, as well as the candidate with the least votes, provided the latter obtained at least one vote.

In the event of more than one candidate being placed in the last position with only one vote, there shall be a vote to decide whom to eliminate. In this vote round, committee members shall vote on the candidate who had the lowest score according to their individual ranking, and



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the candidate who obtains the most votes shall be eliminated. If a tie persists between two or more candidates, the Selection Committee Chairman shall decide which candidate should be eliminated.

After this process, the Selection Committee shall vote on the ranking of the remaining candidates. This process is repeated until one of the candidates obtains more than half of the votes for the first place.

VI.3 The candidate placed in the first position shall then be excluded from the next vote round, which shall decide the second place. This process shall be consecutively repeated until all approved candidates are ranked.

VI.4 During the voting of the Selection Committee abstentions are not allowed.

VII - Timetable and notification of candidates

VII.1 The tender's timetable will be available on the electronic platform Apply UC until the end of the application period. The candidates are notified by public notice of the following acts: List of approved and excluded candidates; In the event of a Public Hearing, the date, time, place and names of the candidates subject to this selection method, as well as the names of the candidates allowed to be heard by teleconference; the final deliberation draft; deliberations with regard to eventual allegations by candidates; the tender's final result upon approval. In the event of a Public Hearing, it will be held on 01/09/2021.

VII.2 If any of the terms established in the timetable of the procedure cannot be met, an updated timetable will be published on that same date and place, on the University of Coimbra website, in order to replace the previous one. In the event that the date for the above-mentioned Public Hearing cannot be complied with, the new date will be announced in the public notice confirming that it is to be held and containing the list of approved and excluded candidates.

VII.3 Notifications by public notice under the terms of VII.1 herein shall be published on the electronic platform Apply UC pursuant to Section 112(1)(d) and Section 63 of RRCPDUC, being effective under the terms of section 113 of the CPA.

VII.4 The entire tender records may be consulted by candidates, upon previous appointment, requested by e-mail sent to the Human Resources Management Service's e-mail address: sgrh@uc.pt.



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VIII – Selection Committee:

Chairman: Amílcar Celta Falcão Ramos Ferreira, Rector of the University of Coimbra

Committee members:

Folkert Kuipers, Full Professor of the Faculty of Medical Sciences, University Medical Center Groningen;

Lene Juel Rasmussen, Full Professor of the Faculty of Health and Medical Sciences, University of Copenhagen;

Maria do Carmo Fonseca, Full Professor of the Full Professor of the Faculty of Medicine, University of Lisbon;

Thomas von Zglinicki, Full Professor of the Faculty of Medical Sciences, Newcastle University;

Carlos Manuel da Silva Robalo Cordeiro, Full Professor of the Faculty of Medicine, University of Coimbra;

Rodrigo Pinto dos Santos Antunes da Cunha, Full Professor of the Faculty of Medicine, University of Coimbra;

In the event of absences or impediments of the Chairman he/she shall be replaced by Carlos Manuel da Silva Robalo Cordeiro, Full Professor of the Faculty of Medicine, University of Coimbra, whom shall be replaced, likewise, by the Committee member Rodrigo Pinto dos Santos Antunes da Cunha, Full Professor of the Faculty of Medicine, University of Coimbra.

This Public Notice will be published in Portuguese in Diário da República, 2nd Series, and on the website Bolsa de Emprego Público (Governmental Public Employment Portal), as well as in both Portuguese and English at Apply UC (apply.uc.pt) and on the pan-European Researcher's Mobility Portal (<http://www.eracareers.pt/>).

Pursuant to subparagraph h) of Article 9 of the Portuguese Constitution, the Public Administration, as employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional development, and takes action to prevent each and every kind of discrimination.

Paço das Escolas,

The Rector, Amílcar Falcão



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