

Universidade Nova de Lisboa

Faculdade de Ciências e Tecnologia

Notice no. 8329/2025/2, published in *Diário da República*, 2nd series, no. 62, 28/03/2025

Deadline: 21/04/2025

International selection procedure to recruit 1 Research Assistant

Under the terms of Dispatch No. 181/2023, of January 4, by delegation of powers, the Dean of the NOVA School of Sciences and Technology of the Universidade NOVA de Lisboa, Prof. Doctor José Júlio Alves Alferes, makes it known that, according to dispatch of 18/03/2025, it is open, international documentary competition, with internal reference “**Ass.Inv.1.2025-DEEC**”, for the recruitment of one Research Assistant, in the scientific area of Electrical and Computer Engineering, under an uncertain term employment contract, in accordance with Regulation No. 393/2018, published in *Diário da República* No. 123, 2nd series of June 28, 2018, within the scope of the projects **CyberSecPro** – *Collaborative, Multimodal and Agile Professional Cybersecurity Training Program for A Skilled Workforce in the European Digital Single Market and Industries (Ref.ª 101083594)* e **DS4Health** - *Digital skills for Healthcare Transformation (Ref.ª 101083563)*, funded by European Commission's DIGITAL Programme (Digital Europe Programme), in progress at the *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*.

In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, *Universidade NOVA de Lisboa*, 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 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 the facilities of the Faculty of Science and Technology of NOVA University, located on the Caparica Campus, in the Department of Electrical and Computer Engineering (DEEC), research centre. The employee will make all the journeys, in Portugal or abroad, inherent to their duties or necessary to carry out their activity.

II - Activities and Functions:

The Research Assistant will carry out, develop and participate in research projects assigned to the DEEC - FCT NOVA team, under the guidance of Prof Ricardo Luís Rosa Jardim Gonçalves. More specifically, the Research Assistant will be involved in the following activities:

- **CyberSecPro**: WP4 Operating CyberSecPro Professional Training Program;
- **DS4Health**: WP4 Digital skills, training and practical experience (partnership industry/university);
- **DS4Health**: WP5 Learning environment, infrastructure and facilities.

III - Remuneration level:

In accordance with the salary scale set out in Annex I of Regulation no. 393/2018, of 28 June, this tender procedure is open for remuneration position/remuneration level 2/23A, which corresponds to a monthly remuneration of 1.810.99€, in full time.

IV - Modality and duration:

1. The opening of this tender procedure is aimed at selecting a Research Assistant to carry out scientific research activities under an uncertain fixed-term employment contract, the basis of the contract being the performance of a specific, precisely defined and non-durable service, the contract being compulsorily financed regardless of its origin.
2. The uncertain-term contract will last for the time necessary to carry out the project, 12 months, or for as long as the respective justification persists, but may not exceed the maximum limit of 48 months, under the terms of no. 5 of article 148 of the Labour Code.

V – Requirements for admission of candidates

1. The competition is open to national, foreign and stateless candidates aged 18 or over who hold a Master's degree in the scientific area of Electrical and Computer Engineering (compulsory);
2. Applicants holding qualifications obtained abroad must provide proof of recognition, equivalence or registration of the degree, under the terms of the applicable legislation. This formality must be fulfilled by the date the contract is signed;
3. They must have the following specific requirements:
 - Participation in international research projects for at least 1 year (compulsory), particularly in the relevant technological and social areas of flexible, customisable and intelligent teaching systems (e.g. online teaching management platforms, cybersecurity solutions, cyber-physical systems, IoT, smart devices);
 - In the field of technology, expertise in:
 - i. Database (SQL, NoSQL, MariaDB);
 - ii. Online teaching management platforms (e.g. Moodle);
 - iii. Programming languages: Javascript, Python, SQL, MATLAB, C;
 - iv. Frameworks: React, React Native, NumPy, Express.js, Sequelize;
 - v. Knowledge of Firebase, GitHub, Gitlab, Axios.
 - Knowledge of and/or experience in preparing international project deliverables and reports;
 - Motivation and ability to join new teams;
 - Good fluency in Portuguese and English (written and spoken), and immediate availability and residence in the Lisbon metropolitan area.

VI - Application procedure

1. The application must be completed by filling out the respective application form, which is available at <https://www.fct.unl.pt/faculdade/concursos/investigadores>;
2. The application process must be formalised with documentation in Portuguese or English;
3. The application must be submitted by email, containing the following documents:
 - a) Certificate proving that you have a Master's degree in the scientific area to which the competition relates;
 - b) Updated curriculum vitae;
 - c) Letter of motivation;
 - d) Declaration on honour that if the jury chooses to request the documentation indicated in the previous paragraphs or any other scientific documentation cited in the candidate's curriculum vitae, it will be delivered within 10 working days;
 - e) Other documents that the candidates consider relevant for analysing their application.
4. If the jury includes a member who is not fluent in Portuguese, the documents to be used in the prior hearing of candidates and complaints to be considered by the jury must be presented in English.

VII - Submission of applications

1. The documents supporting the application must be submitted by the 15th working day following publication of the notice (extract) in the Diário da República.
2. Candidates will submit their application documents, in a single file in PDF format, by email to the following address: concursos.investigadores@fct.unl.pt, indicating in the subject line the internal reference “**Ass.Inv.1.2025-DEEC**”.

VIII - Evaluation parameters

1. Applications will be assessed by a jury and will follow the procedure laid down in Article 37(1) of Decree-Law no. 124/99 approving the Statute of the Scientific Research Career and in Regulation no. 393/2018 published in *Diário da República* no. 123, 2nd Series of 28 June.
2. The selection of the Research Assistant to be hired will be carried out through an assessment of their scientific and curricular background, complemented by an interview, under the terms of Article 37 of Decree-Law no. 124/99, of 20 April, which approves the Statute of the Scientific Research Career and Regulation no. 393/2018, published in *Diário da República* no. 123, 2nd Series of 28 June 2018, with the following weighting being considered:

- Evaluation of the scientific and curricular background (APCC) - 85%

- a. Master's degree in Electrical and Computer Engineering (compulsory) **(15%)**;
- b. Participation in international research projects for at least 1 year (compulsory), namely in the relevant technological and social areas of flexible, customisable and intelligent teaching systems (e.g. online teaching management platforms, cybersecurity solutions, cyber-physical systems, IoT, smart devices) **(30%)**;

- c. In the field of technology, expertise in **(25%)**:
 - i. Databases (SQL, NoSQL, MariaDB);
 - ii. Online teaching management platforms (e.g. Moodle);
 - iii. Programming languages: Javascript, Python, SQL, MATLAB, C;
 - iv. Frameworks: React, React Native, NumPy, Express.js, Sequelize;
 - v. Knowledge of Firebase, GitHub, Gitlab, Axios.
- d. Knowledge and/or experience in preparing international project deliverables and reports **(10%)**;
- e. Motivation and ease of joining new teams **(10%)**;
- f. Good fluency in Portuguese and English (written and spoken), and immediate availability and residence in the Lisbon metropolitan area **(10%)**.

- Professional Selection Interview (EPS) - 15%

The purpose of the interview is to obtain clarification or explanation of the elements contained in the candidate's curriculum vitae.

IX - Grounds for admission and exclusion

1. The following are grounds for exclusion from the competition
 - a) Failure to fulfil the requirements referred to in point V;
 - b) Failure to submit the documents required in points a) to d) of paragraph 3 of point VI, or submitting them in an illegible or invalid form;
 - c) Incorrect formalisation of the application.
2. The selection board will decide on the admissibility of candidates to the competition, in accordance with the established requirements;
3. The members of the jury will make a justified proposal for each candidate.

X — Notifications and Hearing of Interested Parties

1. A prior hearing shall be held, under the terms of the Administrative Procedure Code, for candidates who have been rejected, and for candidates who have been placed on the ranking list of candidates who cannot be filled for the position open for competition. All the candidates shall be notified of the homologation of the jury's final deliberation.
2. Notifications shall be made by email.
3. The tender dossier may be consulted by the candidates, in the Human Resources Division of FCT NOVA, under the terms indicated in the above mentioned notification.

XI — Composition of the Jury:

President:

Doctor Ricardo Luís Rosa Jardim Gonçalves, Full Professor of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*.

Effective Members:

Doctor João Filipe dos Santos Sarraipa, Assistant Professor of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*;

Doctor Filipa Alexandra Moreira Ferrada, Assistant Professor of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*;

Substitute member:

Doctor Ana Inês da Silva Oliveira, Assistant Professor of *Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa*;

1. The jury decides by absolute majority, with no abstentions allowed.
2. Minutes are drawn up of the jury meetings, which contain a summary of what has taken place in them, as well as the votes cast by each of the members and the respective reasons, being made available to the candidates whenever requested.

XII - Non- discrimination and equal access policy

1. FCT NOVA actively promotes a non-discrimination and equal access policy, reason for which no candidate can be benefited, prejudiced, or deprived of any duty, namely ancestry, age, sex, disability, sexual orientation, chronic illness, nationality, ethnic origin or race, religion, or political beliefs.
2. Under the terms of Decree-Law nº 29/2001 of February 3, the candidate with a disability has preference in equality of classification, which prevails over any other legal preference. Candidates must declare on the application form, under oath of honor, the respective degree of disability, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned diploma.

XIII - Data Protection

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

The present Notice is published for the record.

Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa, March 28, 2025 - The Dean, Prof. Doctor José Alferes.