Universidade Nova de Lisboa

Faculdade de Ciências e Tecnologia

International selection procedure to recruit 1 Research Assistant

Notice no. 28263/2024/2 published in *Diário da República*, 2nd series, no. 243, 16/12/2024

Deadline: 10/01/2025

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 dispach of 05/12/2024 it is open, international documentary competition, with internal reference "**Ass.Inv.14-DEEC**", for the recruitment of one Research Assistant, 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, in the scientific area of Electrical and Computer Engineering, within the scope of the project 'CyberSecPro - Collaborative, Multimodal and Agile Professional Cybersecurity Training Programme for A Skilled Workforce in the European Digital Single Market and Industries', with the reference 101083594, within the scope of the Digital Europe Programme, financed by the European Commission, underway at the Faculty of Science and Technology of Universidade Nova de Lisboa.

In compliance with Article 9 h) of the Constitution of the Portuguese Republic, NOVA University Lisbon, as an employer, actively promotes a policy of equal opportunities for men and women in access to employment and professional progression, scrupulously endeavouring to avoid any form 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).

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 - NOVA FCT team, under the guidance of Prof Ricardo Luís Rosa Jardim Gonçalves. More specifically, the Research Assistant will be involved in the following activities:

- WP4 Operating CyberSecPro Professional Training Programme;

- WP5 Multi-Facet Evaluation, Benchmarking and Best Practices;

- WP6 Dissemination, Exploitation, Sustainability and Market Take up.

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 1st remuneration position, remuneration level 36A, which corresponds to a monthly remuneration of 2.457,57€, in full dedication.

IV - Modality and duration:

1. The uncertain-term contract is for a period of 11 months, or for the duration of the funding, but may not exceed the maximum limit of 48 months, under the terms of Article 148(5) of the Labour Code.

2. The termination of funding, the extinction of the project or the completion of the tasks that are the subject of this tender procedure will determine the expiry of the contract, which will take place with the notice referred to in Article 345(1) of the Labour Code, i.e. if the termination is expected, the employer must notify the employee of the termination at least seven, 30 or 60 days in advance, depending on whether the contract lasted up to six months, from six months to two years or longer.

3. Fixed-term contracting is based on the execution of a specific, precisely defined and non-lasting service.

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 Electrical and Computer Engineering;

2. If the qualifications were obtained abroad, they must be recognised by a Portuguese higher education institution, in accordance with the provisions of article 25 of Decree-Law no. 66/2018, of 16 August, which approves the legal regime for the recognition of academic degrees and higher education diplomas awarded by foreign higher education institutions and article 4(2)(e) of Decree-Law no. 60/2018, of 3 August, and any formalities established therein must be fulfilled by the date the contract is signed;

3. They must have the following specific requirements:

   a) Participation in international research projects for at least 8 years, namely in technological and social areas relevant to cybersecurity and digital competences (e.g. Manufacturing, AI, cyber-physical systems, big data, Industrial Information Systems);

   b) In the field of technology, expertise in:

   i. Database (SQL and noSQL);
   ii. IoT solutions for data acquisition and processing;
   iii. Applying AI and ML to analyse large amounts of data;
   iv. Development and testing of data streaming platforms for data sharing;
   v. Programming languages: C, Python, SQL, React, JavaScript, HTML, CSS.

c) Experience in preparing deliverables and reports for international projects and in organising dissemination events and the ability to interact and collaborate effectively with multicultural partners, promoting alignment and adjustment at all stages of the project;

d) Motivation and ease of joining new teams;

e) 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.en/faculdade/concursos/investigadores;

2. Applications may be submitted in Portuguese or English;

3. Applications must be submitted by email and include the following documents:
   a) Certificate proving a Master's degree in Electrical and Computer Engineering;
   b) Updated curriculum vitae;
   c) Letter of motivation;
   d) A 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.14-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 the evaluation of his/her scientific and curricular career, under the terms of paragraph 1 of Article 37 of Decree-Law No. 124/99 of April 20th, approving the Statute of the Scientific Research Career and Regulation

No. 393/2018, published in the Diário da República No. 123, 2nd series of June 28th 2018, with the following weightings:

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

    a) Master's degree in Electrical and Computer Engineering **(15%)**;

    b) Participation in international research projects for at least 3 years, namely in technological and social areas relevant to cybersecurity and digital competences (e.g., Manufacturing, AI, cyber-physical systems, big data, Industrial Information Systems) **(30%)**;

    c) In the field of technology, expertise in: **(25%)**
        i. Database (SQL and noSQL);
        ii. IoT solutions for data acquisition and processing;
        iii. Applying AI and ML to analyse large amounts of data;
        iv. Development and testing of data streaming platforms for data sharing;
        v. Programming languages: C, Python, SQL, React, JavaScript, HTML, CSS.

    d) Experience in preparing deliverables and reports for international projects and in organising dissemination events and the ability to interact and collaborate effectively with multicultural partners, promoting alignment and adjustment at all stages of the project **(10%)**;

    e) Motivation and ability to join 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 João Francisco Alves Martins, Full Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

Vogais Efetivos:

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

Doctor Anabela Monteiro Gonçalves Pronto, Assistant Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa.

Vogal Suplente:

Doctor Maria Helena Silva Fino, Associate 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, December 16, 2024 - The Dean, Prof. Doctor José Alferes.