

INSTITUTO NACIONAL DE INVESTIGAÇÃO AGRÁRIA E VETERINÁRIA, I. P.

- English -

Notice (excerpt) No. 26720/2025/2 published in the *Diário da República*, 2nd series, No. 26, 24-10-2025

Deadline: 09-12-2025

Opening of an International External Recruitment Process for an Assistant Researcher Position in the Scientific Research Career within the Staff Framework of Instituto Nacional de Investigação Agrária e Veterinária (INIAV, I.P.), under the FCT-Tenure Programme – 1st Edition, reference 2023.12090.TENURE.010_Assistant Researcher in Agriculture 4.0

An international external recruitment process is open for the hiring of an Assistant Researcher for the scientific research career within the staff framework of the Instituto Nacional de Investigação Agrária e Veterinária (INIAV, I.P.), under the FCT-Tenure Programme – 1st Edition, with reference 2023.12090.TENURE.010.

The recruitment is intended for the scientific area of INIAV, I.P. Viticulture and Enology, for the Innovation Hub of Dois Portos, within the scope of the application to the FCT-Tenure Programme – 1st Edition, with reference 2023.12090.TENURE.010 - *Assistant Researcher in Agriculture 4.0*.

The deadline for submitting applications is 30 working days, starting from the day following the publication of this Notice (excerpt) in the *Diário da República*.

The recruitment will be carried out under a Public Employment Contract of indefinite duration, in accordance with Law No. 55/2025, of 28 April, in its current version, which approves the Scientific Research Career Statute (*Estatuto da Carreira de Investigação Científica* - ECIC), in conjunction with the provisions of Law No. 35/2014, of 20 June – General Law on Public Employment (LTFP).

This recruitment process is opened within the scope of the FCT-Tenure Programme – 1st Edition, as provided for in the Call for Applications (AAC) with reference PRR No. 02/C06-i06/2024, under the support measure set out in Article 137 of the State Budget Law for 2024. This initiative aims to promote the recruitment of PhD holders exclusively for permanent positions, through integration into the scientific research career, in accordance with the Programme Contract signed between INIAV, I.P. and the entity responsible for implementing the FCT-Tenure Programme, ensuring compliance with the strategic objectives defined for the consolidation of the scientific research career.

The recruitment will be conducted in accordance with the ECIC and will follow the principles of equality, merit, and transparency, ensuring full compliance with articles no. 9 till no. 12th of Law No. 55/2025, of 28 April, as well as other applicable regulations governing recruitment in public administration.

Pursuant to Joint Order No. 373/2000, of 31 March, issued by the Minister for State Reform and Public Administration and the Minister for Equality, it is mandatory to include the following

statement in recruitment and promotion procedures: “In compliance with point (h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, ensuring strict adherence to the principle of non-discrimination in any form.”

In this regard, terms such as ‘candidate’, ‘researcher’, and similar references are used in a gender-neutral manner throughout this notice. Likewise, no applicant may be privileged, favoured, disadvantaged, or deprived of any rights, nor exempt from any obligations, on the basis of—among others—ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, place of birth, language, religion, political or ideological beliefs, or trade union affiliation.

In accordance with Law No. 55/2025, of 28 April, as well as all other applicable legislation, the following provisions shall be observed:

1. Authorisation order

The launch of this recruitment process was authorised by the President of the Board of Directors of INIAV, I.P. in Deliberation (excerpt) No. 1267/2025, published in the 2nd series of the *Diário da República*, No. 192, on 6 October 2025. This decision was issued following a proposal from the Scientific Council of INIAV, I.P., after confirming the availability of appropriate budgetary funds and verifying that the position now open for recruitment is included in the staff framework of INIAV, I.P. The position is designated for carrying out research activities, assigned to an Assistant Researcher in the scientific area mentioned above at INIAV, I.P.

2. Approval of the present call for applications

This call for applications was approved in accordance with Article 9, 10, 11 and 14 of the Law No. 55/2025, of 28 April by the Selection Committee during its meeting on the 15 of October 2025, as recorded in the minutes duly approved in draft form.

3. Scientific area

- 3.1. The scientific area of INIAV, I.P. for this recruitment process is Viticulture and Enology – Agriculture, Forestry and Fisheries [FCT], with a particular focus on the area of agriculture 4.0.
- 3.2. This recruitment process is intended for the hiring of an Assistant Researcher by INIAV, I.P., under a Public Employment Contract for permanent position.

4. General and specific admission requirements

- 4.1. General Requirements – as defined in Article 17 of the LTFP, approved by Law No. 35/2014, of 20 June.
- 4.2. Specific Requirements – as defined in Article 9 of Law no. 55/2025, of 28 April namely:
 - 4.2.1. PhD degree in the scientific area of Agronomy, or, if holding a PhD in a related field, having a relevant scientific curriculum in this area.

- 4.2.2. Candidates holding a doctoral degree obtained from foreign higher education institutions must provide proof of its recognition in Portugal, in accordance with Decree-Law no. 66/2018, of 16 August, in its current wording;
- 4.2.3. Post-PhD research experience in the field of agriculture 4.0.
- 4.2.4. Demonstrated proficiency, both spoken and written, in Portuguese and English.

5. Salary and working conditions

- 5.1. The remuneration corresponds to the level on the Single Remuneration Table equivalent to the salary previously associated with index 195 of the 1st step of the Assistant Researcher category. In addition to the basic salary, the employee is entitled to holiday, Christmas, and meal allowances, as well as any other supplementary benefits to which they may be entitled
- 5.2. The working conditions are governed by Article 15 of Law no. 55/2025, of 28 April, and by the regulatory provisions of INIAV, I.P., applicable to researchers employed by the institution.

6. Functional Content and Job Description

The functional duties of the position to be filled are those set out in Article 5 of Law no. 55/2025, of 28 April. The successful candidate will contribute to the research on agricultural systems, crop science and environmental science, aiming to improve productivity, ensuring global food security, promoting environmental conservation and resources efficient use, and safeguarding the well-being of farming communities.

7. Workplace, type of recruitment process, number of positions, and validity of the process

- 7.1. The workplace of the Assistant Researcher recruited through this process will be at the Innovation Hub of Dois Portos, without prejudice to the possibility of carrying out activities in other Innovation Hubs of INIAV, I.P., as well as temporary assignments within the country or abroad.
- 7.2. This is an external, document-based recruitment process, which will consist of the assessment of the candidates' *Curriculum vitae* and scientific merit in the various aspects that comprise the set of duties to be performed, in accordance with Article 9 of the ECIC.
- 7.3. The number of positions available is 1 (one).
- 7.4. The validity of the recruitment process extends until the selected candidate has been formally hired by INIAV, I.P. under a public employment contract.

8. Selection Committee

The Selection Committee for this recruitment process will be chaired by Doctor Sara Maria de Almeida Lopes Canas, Coordinator Researcher, Instituto Nacional de Investigação Agrária e Veterinária, I.P.

The Committee members will include:

- Doctor José Rafael Marques da Silva, Full Professor, Universidade de Évora.

- Doctor Mário Manuel de Miranda Furtado Campos Cunha, Associate Professor, Faculdade de Ciências of Universidade do Porto.
- Doctor Manuel Lameiras de Figueiredo Campagnolo, Associate Professor, Instituto Superior de Agronomia of Universidade de Lisboa.
- Doctor Maria do Rosário da Conceição Cameira, Associate Professor, Instituto Superior de Agronomia of Universidade de Lisboa.
- Doctor Baoshan Sun, Principal Researcher, Instituto Nacional de Investigação Agrária e Veterinária, I.P.

9. Notification of the Lists of Admitted and Non-Admitted Candidates and Final Ranking

The list of admitted and non-admitted candidates, as well as the final ranking list, will be published on the INIAV website, and candidates will be notified by email, as also stated in point 11.3.

10. Application for admission to the recruitment process and submission procedure

10.1. The application form to this recruitment process, duly completed with all required documents, must be addressed to the Chair of the Board of Directors of INIAV, I.P., within 30 working days from the day following the publication of this notice (extract) in the Diário da República.

10.2. Applications may be submitted by one of the following means:

- 10.2.1. In person or by registered mail with acknowledgment of receipt, on working days, between 9:30 a.m. and 12:00 p.m. and between 2:00 p.m. and 5:00 p.m., to the following address: Human Resources Department of INIAV, I.P., Avenida da República, Quinta do Marquês, 2784-505 Oeiras. Applications sent by post must be dispatched by the deadline indicated in point 10.1.
- 10.2.2. By email to the address concursos externos@iniav.pt, and must include the reference of the notice published in the Diário da República.

10.3. The application process must include:

- 10.3.1. Application Form (Formulário de Candidatura a Procedimento Concursal) and the Consent and Confidentiality Declaration (Declaração de consentimento e de confidencialidade) regarding the processing of personal data, available on the recruitment procedures page of the INIAV website: www.iniaav.pt/procedimentos-concursais-e-de-mobilidade
- 10.3.2. Declaration on honour, according to the template annexed to this notice;
- 10.3.3. *Curriculum Vitae*, in electronic format (PDF), properly structured to allow quick and clear identification of the candidate's contributions as set out in point 12.4. It must include:
 - 10.3.3.1. Identification of the Researcher ID and/or Scopus Author ID and/or Ciência ID and/or ORCID, with information on publications, number of citations, and h-index, according to the Web of Science or Scopus database.
 - 10.3.3.2. Description of research activities, experience and professional training, community service, technology transfer, scientific

supervision, and management, considered relevant to the duties of Assistant Researcher, as per Article 5 of the ECIC and the criteria in point 12.4.

- 10.3.3.3. Identification of 3 (three) scientific works considered most representative to the scientific area of the recruitment process, with a brief justification of their relevance and the candidate's individual contribution, pursuant to paragraph 4 of Article 9 of Law no. 55/2025.
- 10.3.3.4. A summary section outlining the key results of the candidate's scientific activity and previous professional experience, as well as their academic and professional background. The candidate must justify the relevance of these experiences to the scientific area of the recruitment process and demonstrate how they align with a current and innovative scientific project.
- 10.3.3.5. Any training activities listed must specify the number of hours attended; otherwise, they will not be considered for evaluation purposes.
- 10.3.3.6. Electronic versions (PDF) of the scientific articles published in journals indexed in Web of Science or Scopus and of any other works mentioned in the *Curriculum Vitae*, must be submitted either on a USB drive or via active link(s). If link(s) are used, they must guarantee universal access without authentication, registration, or permissions, and must remain accessible from the time of submission until the conclusion of the procedure. It is the candidate's responsibility to ensure the correct functioning and continued accessibility of the link(s) provided.
- 10.3.3.7. All documents must be submitted in Portuguese or English.

11. Grounds for Non-Admission of Candidates

- 11.1. Candidates who fail to submit all required documents by the deadline specified in point 10.1, or who, having submitted them, fail to prove compliance with the general and specific admission requirements outlined in point 4 of this notice, will be automatically non-admitted from the recruitment process.
- 11.2. Candidates who incorrectly formalise their application and/or fail to submit a properly structured *Curriculum Vitae*, as per point 10.3.3 and the subpoints in point 12.4, allowing for the clear and rapid identification of their contributions and compliance with the requirements set out in the recruitment process notice, will be non-admitted.
- 11.3. The list of admitted and non-admitted candidates will be published on the INIAV website, with individual notification by email and a request for read receipt.
- 11.4. Candidates shall be entitled to a prior hearing and will be given a period of ten (10) days to submit their comments.
- 11.5. Candidates shall also be non-admitted for the recruitment process, even if approved and ranked in a position on the final unified ranking list that would allow them to fill

the advertised post, if, when requested to submit documents proving that they meet the legal requirements for establishing a permanent public employment relationship with INIAV, I.P., they fail to do so without justification within the set deadline, or if the submitted documents are found to be inadequate, false, or invalid.

- 11.6. If a candidate is non-admitted based on the reason stated in the previous point, the candidate immediately following on the final unified ranking list will be asked to submit documentation proving that they meet the legal requirements for establishing a permanent public employment relationship with INIAV, I.P.

12. Rules governing the selection committee

- 12.1. The Selection Committee will operate in accordance with the rules established in the ECIC, in its current version.
- 12.2. In its first meeting, the Selection Committee will approve this opening notice, as recorded in the minutes of the meeting.
- 12.3. In its second meeting, the Selection Committee will verify compliance with the admission requirements as set out in points 4 and 10.3 of this notice. Based on this analysis, the Selection Committee will draw up the list of admitted and non-admitted candidates, providing a reasoned decision and initiating the prior hearing procedure, in accordance with the law.
- 12.4. In its third meeting, the Selection Committee will decide on the approval of candidates in terms of absolute merit and proceed with the evaluation of relative merit.
- 12.4.1. A **negative vote** on the approval of **absolute merit** must be justified based on one or more of the following circumstances:
- 12.4.1.1. That the *Curriculum Vitae* and documents submitted by the candidate, although accepted at the admissibility stage, **do not clearly, sufficiently, and structurally demonstrate the relevance of their academic and professional background for the duties of Assistant Researcher**, considering the requirements in point 4.2 and the formal requirements in point 10.3.3, including supporting documents;
- 12.4.1.2. That the three (3) scientific works identified by the candidate as most representative, as required in point 10.3.3.3, **lack scientific relevance or fail to objectively demonstrate the candidate's personal contribution to the development of the scientific field of the recruitment process**;
- 12.4.1.3. That the candidate **has not published at least 3 (three) scientific articles in the last 5 (five) years, as first, second, or last author, in journals ranked Q1 or Q2 with an impact factor, indexed in Web of Science or Scopus, and relevant to the scientific area of the recruitment process**.
- 12.4.2. Once the candidates approved in terms of absolute merit have been definitively identified, as outlined above, the Selection Committee shall proceed to the evaluation of their **relative merit**, in accordance with

paragraph 4 of Article 9 of the ECIC. In establishing the ranking, the Selection Committee considers the evaluation parameters listed in the following sections for each assessment category, weighted with the preferential criteria set out in point 12.5.

12.4.2.1. **The QUALITY OF SCIENTIFIC AND TECHNICAL WORK (QTC)** of the candidates in the area of the recruitment process, with a weighting factor of 40%, considering the sum of the following items:

12.4.2.1.1. **Scientific publications** - this parameter considers books, book chapters, articles in scientific journals, and publications in conference proceedings in which the candidate is listed as author or co-author, with the following score:

- Books with ISBN — up to 6 points/each
 - Book chapters with ISBN — up to 4 points/each
 - Articles in scientific journals indexed in Web of Science or Scopus — up to 6 points/each
 - Articles in non-indexed scientific journals — up to 2 points/each
 - Publications in conference proceedings — up to 0.5 points/each
- The score will depend on the scientific quality of the work, its contribution to the advancement of knowledge and the relevance of the publisher/journal/conference.

These values will be multiplied by a weighting factor of 1 in the case of the first or last author, and by a factor of 0.5 in other cases.

12.4.2.1.2. **Coordination and participation in research and development projects** - this parameter assesses the candidate's involvement in and coordination of research and development projects, which were competitively funded, with the following score:

- International projects — up to 10 point/each
- National projects — up to 7 points/each

These values will be multiplied by a weighting factor of 1 in the case of the principal researcher, by a factor of 0.75 in the case of the coordinator in a partner institution, and by a factor of 0.5 in the case of the participant.

12.4.2.1.3. **Promotion of scientific activity and networks** - this parameter assesses the candidate's ability to coordinate/lead research teams, as well as its participation in advanced training networks, in collaboration with national and international institutions, valued up to 8 points/activity, according to its relevance and complexity.

12.4.2.1.4. **Recognition by the scientific community** - this parameter includes scientific awards, editorial activities in scientific journals, participation in organising committees or scientific committees of scientific conferences, as well as lectures, by invitation, at

technical-scientific events, valued up to 8 points/each, according to their relevance.

12.4.2.2. **PROFESSIONAL EXPERIENCE AND TRAINING** in the area of the recruitment process, with a weighting factor of 25%, considering the sum of the following items:

12.4.2.2.1. **Professional experience** – this parameter evaluates the candidate's professional career for the fulfilment of activities as an Assistant Researcher in the scientific area of the recruitment process, including experience in digital agriculture, and is valued up to 8 points/year.

12.4.2.2.2. **Professional training** – this parameter considers the training courses attended by the candidate, and is valued up to 2 points/training course.

12.4.2.3. **CONTRIBUTIONS TO SCIENTIFIC SUPERVISION** in the area of the recruitment process, with a weighting factor of 10%, considering the sum of the following items:

- Supervision of PhD theses — 10 points/each
 - Supervision of Master's dissertations — 5 points/each
 - Supervision of undergraduates' degree works — 2 points/each
 - Supervision of trainees and research fellows — 1 point/each
- Only completed supervisions will be quantified.

12.4.2.4. **PARTICIPATION IN MANAGEMENT BODIES** of scientific/academic nature, with a weighting factor of 5%, considering the activities developed in scientific and technological management bodies, valued up to 1 point/month

12.4.2.5. **SERVICE TO THE COMMUNITY AND TECHNOLOGY TRANSFER** in the area of the recruitment process, with a weighting factor of 20%, considering the sum of the following items:

12.4.2.5.1. **Training activities** – this parameter considers the coordination and/or teaching in academic courses and professional training directed to companies and the public sector, valued at up to 2 points/activity, depending on its relevance.

12.4.2.5.2. **Industrial and intellectual property** – this parameter includes the authorship/co-authorship of registered patents, valued at up to 5 points/each, depending on its relevance.

12.4.2.5.3. **Scientific and technological publications** - this parameter considers articles published in technical-scientific journals, and is valued at 1 point/each.

12.4.2.5.4. **Other activities providing relevant services to the community in the technical-scientific field** - this parameter is valued up to 2 points/activity, according to its relevance and complexity.

12.5. Preferential parameters

- A preferred parameter is that the candidate be a PhD graduate with high potential and research capability, aiming to enter the scientific research career at INIAV, with a *Curriculum Vitae* aligned with the scientific area of the recruitment process, with special emphasis on their scientific output over the **last 5 (five) years** in emerging areas of digitalization in agriculture, including data analysis, machine learning, programming languages (R, Python), relevant software tools and statistical modelling.
- A preferred parameter is the candidate's contribution to the development and advancement of the scientific area of the recruitment process, with a focus on studies on agricultural systems, crop science and environmental science as well as strong analytical skills to derive meaningful insights from research findings.

12.6. In the assessment of the candidates' relative merit, the parameters listed in point 12.4.2 of this notice will be taken into consideration.

12.7. Voting procedure for the final ranking of candidates:

12.7.1. Pre-Voting Procedures: During the meeting, before voting begins, each Selection Committee member must present a written document detailing their ranking of the candidates, based on the approved parameters and criteria. This document will be attached to the meeting minutes.

12.7.2. In all voting rounds, each Selection Committee member must adhere to the ranking presented in their written document. Abstentions are not allowed.

12.7.2.1. The first voting round determines the candidate to be placed in first position.

12.7.2.2. Majority rule: If a candidate receives more than half of the votes, they are placed in first position. If no candidate achieves a majority, a new voting round is conducted excluding the least-voted candidate from the previous round.

12.7.2.3. If two or more candidates are tied for the least-voted position, while at least one other candidate is not in that position, a run-off vote is held among the tied candidates. If the tie persists, the Chair of the Selection Committee decides which candidate is eliminated.

12.7.2.4. If all the candidates are tied in the first vote, the vote is repeated after a period of discussion between the Selection Committee members. If the tie persists, the Chair of the Selection Committee decides which candidate is eliminated.

12.7.2.5. The voting process repeats until a candidate secures more than half of the votes for first place. Once the first-ranked candidate is determined, the process is repeated to determine the second place, and so forth, until a final ranked list of all candidates is established.

- 12.7.3. The Selection Committee reserves the right to request additional supporting documents from candidates in case of doubt. This includes documents in a foreign language other than English or Portuguese, which must be translated into Portuguese or English and certified by the competent authorities.
13. This recruitment process has been prepared by the Selection Committee and will be available on INIAV website (<https://www.inia.pt/procedimentos-concursais-e-de-mobilidade>), Public Employment Exchange – BEP (www.bep.gov.pt), and EURAXESS portal (<https://euraxess.ec.europa.eu/>). This notice will be published on these platforms following its official publication in the *Diário da República*.

ANNEX

To whom it may concern

I, [Full Name], candidate for the recruitment process for a position of Assistant Researcher in the staff structure of Instituto Nacional de Investigação Agrária e Veterinária, I. P. (INIAV, I. P.), hereby declare, **under oath**, that I meet all the eligibility requirements for this recruitment process as set forth by the Scientific Research Career Statute (*Estatuto da Carreira de Investigação Científica – ECIC*), Law No. 55/2025, of 28 April, as well as in this notice.

I attest that do not hold a permanent employment relationship in the careers of Scientific Research, University Lecturer, or Polytechnic Higher Education Lecturer, and/or an open-ended contract in national institutions not covered by Career Statutes. Additionally, I have provided documentary proof that I have benefited from a fixed-term contract or a grant, as a PhD holder, in an institution within the National Science and Technology System, prior to the publication date of the respective notice.

I fully understand that providing false statements will result in my exclusion from this recruitment process, without prejudice to the submission of the case to the competent authorities for criminal proceedings.

I also acknowledge that, if I am placed in an eligible position for hiring in the final approved ranking of this recruitment process, I will have a non-extendable period of 10 working days, counted from the notification of the final ranking, to submit to the Human Resources Department of INIAV, I.P. (*Departamento de Recursos Humanos do INIAV, I.P.*), the supporting documents proving that I meet the legal conditions required to establish a permanent public employment contract with INIAV, I.P.

Furthermore, I understand that failure to submit the required supporting documents mentioned in the previous paragraph, for reasons attributable to me, will result in my exclusion from this recruitment process.

... (location), ... (date), ... (signature)