PUBLIC NOTICE OF OPENING OF THE INTERNATIONAL SELECTION COMPETITION PROCEDURE FOR THE HIRING OF DOCTORATE HOLDER UNDER OF DECREE-LAW N.O 57/2016, OF AUGUST 29TH, AS AMENDED BY LAW 57/2017 OF JULY 19TH AND SUPPLEMENTARY LEGISLATION

Notice No. L03/ C^{5}LAB - Sustainable Construction Materials Association

The Administration Board of the Association Collaborative Laboratory C^{5}LAB - Sustainable Construction Materials Association, decided to open an international selection competition for **ONE** researcher position for the position of Technical-Scientific Coordinator/Executive Director to ensure the Management of Human, Financial and Material Resources of the institution, establish the annual plan of strategic projects and manage the R&D pipeline, within the scope of the Interface program - base financing program for the Recovery and Resilience Plan approved under the terms of the current Notice.

I – Applicable legislation

1. The competition shall be governed by the provisions set out in Decree-Law No. 57/2016, of August 29th, which approves a system for hiring PhD graduates aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC), with the amendments introduced by Law No. 57 / 2017, dated July 19th, also taking into account the provisions of Regulatory Decree No. 11-A / 2017, of December 29th, in its current wording, as under the "Código do Trabalho" (Labor Code), approved by Law No. 7/2009, of February 12th, in its current wording.
2. The opening of this competition is under the article 19.º of RJEC and respecting the Acceptance Document, that lays down the rules governing the attribution of funds, ANI – Agência Nacional de Inovação, S.A and C5LAB.

II – Place of work

The place of work is located at C^{5}LAB, in LNEC – Laboratório Nacional de Engenharia Civil, Av. do Brasil, 101, in Lisbon or in any facilities of its associates communicated in advance by C^{5}LAB.

III – Specific aspects of the contract to be concluded

1. Under the terms of article 6 of Decree-Law nr. 57/2016, the contract shall be an employment contract for an uncertain term as defined by the Labor Code.
2. In its current wording, being the basis of contracting the execution of a service determined, precisely defined and non-durable, the term of the working contract will have the maximum duration of the project that supports it (programme Interface), which is expected to be 36 months. The minimum duration of the contract will not be less than 24 months.
3. The contract will be concluded for the initial level or category of scientific research career that best suit the selected candidate.
4. This tender is exclusively intended to fill the vacancy indicated and may be terminated until the homologation of the final ranking list of candidates and expiring with the respective occupation of the working position on offer.
5. The contract will be signed on an exclusive basis.
6. The contract to be concluded shall define the system of joint ownership regime for intellectual property rights that may result in the field of research.
7. Termination of the financing, termination of the project or completion of the tasks that are the subject of this competition shall determine the expiration of the contract that will operate with the communication referred to in article 345 (1) of the Labor Code.
8. The Contract shall be concluded by the President of the Executive Board of C^5LAB together with a Vice-President.

IV - Remuneration

This tender is open for the **remuneration level** 72 of the single remuneration table (TRU), which corresponds to a total monthly remuneration of 4.312,70 Euros.

V – Description of the tasks to be performed

Reporting directly to the Board of Directors, the Technical-Scientific Coordinator/Executive Director will be responsible for ensuring the Institution's Management of Human, Financial and Material Resources, establishing the annual plan of strategic projects and manage the R&D pipeline. For this reason, it is

justifiable to hire a PhD who, in addition to curricular and scientific experience, has practical experience in project implementation, team management and financial resources management.

VI – Requirements for admission to the competition

The competition is open for national candidates, foreigners and stateless persons who hold a doctoral degree, as well as those to whom has been granted equivalence or recognition to the degree of "Doutor" under the Decree-Law nr. 66/2018, of August 16th, therefore any formalities established therein must be completed by the date of the hiring in a field of knowledge or specialty that covers the scientific area of Civil Engineering or Chemistry, with a strong component of project management with practical implementation *in situ*, and team and financial resources management, and are still in possession of a scientific and professional curriculum that reveals an adequate profile for the activity to be developed.

VII - Formalization of applications

1. Applications are formalized by means of an application form addressed to the Administration Board of the Association Collaborative Laboratory C^5LAB, requesting acceptance of the application and stating the identification of this notice, full name, affiliation, number and date of identity card, Citizen Card, or VAT number, date and place of birth, marital status, profession, residence and contact address, including e-mail address and telephone contact.
2. In the application form, the candidate must express his / her consent so that communications and notifications under this tender procedure can take place by email, to the email address indicated in the application.
3. The application shall be accompanied by **documents proving the conditions** laid down in point VI for admission to this invitation to tender, in particular:

a) Copy of certificate or diploma, or the request for recognition of the "Doutor" degree under the terms defined by Decree-Law No. 66/2018, of 16 August

b) PhD Thesis or equivalent document(s) that determined the award of this academic degree.

c) Detailed curriculum vitae, structured in accordance with the items in points IX.2 and IX.4,

indicating the works, and adding a copy of them, that the candidate considers most relevant to each of the items in points IX.2, IX.4 e IX.5.

d) Other documents that the candidate justifies to be relevant to the analysis of his / her application.

e) Declaration of consent for the personal data processing.

4. Applicants must submit the documents referred in the preceding item in PDF format.
5. The application and documents may be submitted in Portuguese or English, although the President of the Jury, and when a member of the Jury is a non-native Portuguese speaker, may request that, within a reasonable time, the candidate translates into English a document previously presented in Portuguese.
6. The application, comprising the application form and other accompanying documents, must be submitted electronically to the address info@c5lab.pt up to the last day of the tender opening period, which is fixed at 10 working days after publication of this Notice.
7. Candidates who do not formalize correctly the application using the application form or who do not deliver all the documents referred to in point 3 or who present them unreadable, incorrectly completed, or invalid are eliminated.
8. The Jury shall have the right to require any candidate, in case of doubt and for the purpose of his/her admission to the competition procedure, to provide supporting documents for his/her declarations.
9. The jury is also entitled to require any candidate, in case of doubt and for the purposes of admission to competition, to present documentary evidence of the declarations in the submitted documents.
10. The false statements made by the candidates will be punished according to the law and determine the exclusion of the application.

VIII - Approval on absolute merit

1. The Jury will deliberate on its approval or rejection on absolute merit, by a justified vote where no abstentions are admitted.
2. Candidates who have a scientific, curricular and professional path relevant to the area(s) of the competition and taking into account their suitability for the additional weighting criteria identified in IX.4, and obtains a favorable vote of more than half of the members of the jury, will be approved on absolute merit.

IX - Selection procedures

1. According to article 5 of RJEC, the selection is made through the evaluation of the scientific and curricular path of the candidates
2. The evaluation of the scientific and curricular path focuses on relevance, quality and timeliness:

a) of the scientific, technological, professional, academic, cultural or artistic production, especially those concerning the last five years and considered more relevant by the candidate;

b) of the applied or practice-based research activities, especially those developed over the last five years and considered as having the greatest impact by the candidate;

c) of the activities of extension and dissemination of knowledge, especially those developed during the last five years, in particular in the context of promoting the culture and scientific practices considered by the candidate to be of greater relevance;

d) of the activities of science, technology and innovation programs management or of the experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad.

3. The period of five years referred to in the preceding paragraph may be increased by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

4. The assessment criteria are set out in this entry, with the option mentioned in next point 5, with particular emphasis on the curriculum vitae and the contributions considered to be of higher relevance by the candidate, with emphasis on those developed in the last 5 years:

a) Quality of the scientific, technological, professional, cultural or artistic production, considered more relevant by the candidate, and relevant to the project to be developed, which was given a weighting factor of 30% considering:

i) Scientific publications: a parameter which takes into account books, chapters of books, articles in scientific journals and international conference proceedings of which the applicant was the author or co-author, considering:

• its nature and integration in the area of cementitious construction materials and in the area of improvement of construction materials sustainability;

- its impact;
- the scientific / technological level and innovation;
- diversity and multidisciplinarity;
- international collaboration;
- the importance of contributions to the advancement of the current state of knowledge;
- the importance of the works that have been selected by the candidate as most representative, in particular as regards their contribution to the development and evolution of the scientific area for which the competition is open.

ii) Recognition by the international scientific community: a parameter that takes into account:

- prizes from scientific societies;
- editorial activities in scientific journals;
- participation in editorial bodies of scientific journals;
- coordination and participation in program committees of scientific events;
- invited lectures in scientific meetings or in other institutions;
- participation as a member of competitive admission scientific societies and other similar distinctions.

iii) Coordination and participation in scientific projects: a parameter that takes into account the participation and coordination of scientific projects by the candidate, subject to competitive bidding, considering:

- the territorial scope and its size;
- the technological level and the importance of the contributions;
- innovation and diversity.

iv) Accompaniment and orientation of students, trainees and research fellows: a parameter that takes into account the orientation of doctoral students, master's and undergraduate students, trainees and research fellows taking into account the number, quality, scope and scientific /

technological impact of the resulting publications, theses, dissertations and final course papers, distinguishing especially the awarded works and the international recognition.

b) Activities of applied or practice-based research or in the practical implementation of the developed projects, considered to be of greatest impact by the candidate, and relevant to the project to be developed, which was given a weighting factor of 30% considering:

i) Provision of services and consultancy integrated in the institutional mission: parameter that takes into account participation in activities that involve the business environment and the public sector, taking into account the type of participation, dimension, diversity, technological intensity and innovation.

ii) Design, project and production of scientific outputs: a parameter which takes into account the value of the Institute's activities of relevant professional experience.

iii) Human and financial resources management.

c) Activities of extension and dissemination of knowledge, particularly in the context of the promotion of culture and scientific practices, considered of greater relevance by the candidate, and relevant to the project to be developed, which was given a weighting factor of 5% considering:

i) Publications of scientific and technological outreach: parameter that takes into account the articles in magazines and national conferences and other publications of scientific and technological diffusion, taking into account their professional and social impact.

d) Contribution to activities related to the management of science, technology and innovation programs, or experience in the observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad, and relevant to the project to be developed, with a weighting factor of 5% considering:

i) Positions in boards of the university, school, or research unit: a parameter that takes into account the nature and the responsibility of the position.

ii) Other positions: a parameter that takes into account the positions in national and international scientific organizations.

5. The jury will select up to 3 (three) best candidates and invite them for a interview with a weighting factor of 30%.

X - Classification of candidates

1. Each member of the jury assigns a classification to each of the candidates in each evaluation criterion, on a scale of 0 to 100 points, ranking the candidates according to their classification consisting on the sum of the partial classifications assigned in each evaluation criterion, and taking into account the weighting factor given to each parameter.
2. Candidates shall be ordered by applying the successive voting method.
3. The final classification of each candidate is the one corresponding to his or her ranking resulting from the application of the method referred to in point X. 2.
4. The final deliberation of the jury is approved by the President of the Administration Board of C^5LAB.
5. The list of admitted and excluded candidates as well as the final ranking list are advertised on the C^5LAB website (www.c5lab.pt), and the applicants will be notified by email with receipt of delivery of the notification.

XI - Prior Hearing

After the publication of the list of admitted and excluded applications, as well as of the final classification and ranking of candidates, interested candidates have 10 working days to submit a formal rebuttal.

XII - Jury

1. In accordance with Article 13 of the RJEC, the jury of the competition procedure is composed by:
   - Professor João Carlos Moura Bordado, Full Professor of IST, who presides the jury;
   - Engineer Paulo Rocha e Silva, Diretor, CIMPOR and Vice President of C5Lab
   - Engineer Alfredo Ferreira Cardeira, Diretor, SECIL e Vice President of C5Lab

The Jury will deliberate on its approval or rejection on absolute merit, by a justified vote where no abstentions are admitted.

2. Within the term of 90 days, counted from the deadline for the presentation of the candidacies, the final decisions of the jury are given.
3. Minutes of the jury meetings are drawn up, which contain a summary of what has taken place in them, as well as the votes cast by each of the members and their reasons, being available to the candidates whenever requested.

XIII - Non-discrimination and equal access policy

C^{5}LAB actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived of any right or exemption from any duty owing, in particular, to ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.