

**EDITAL****05-06-2025****Notice No. 2025/015**

OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE HIRING OF A DOCTORATE, UNDER DECREE-LAW NO. 57/2016, OF 29 AUGUST, AMENDED BY LAW NO. 57/2017, OF 19 JULY

1. By order of the President of the Instituto Superior de Engenharia do Porto, dated 23/05/2025, in the exercise of its own competence, pursuant to the provisions of article 96 of Law no. 62/2007, of 10 September, as amended, and paragraph e) of paragraph 1 of article 12 of the Statutes of the Instituto Superior de Engenharia do Porto, approved by Order no. 2863/2018, of 23 February, published in the Diário da República, 2nd series, no. 56, of 20 March, the opening of an international selection procedure for a period of 30 working days, counted from the date of publication in the Public Employment Exchange, of an international selection procedure for a position of doctoral researcher at initial level, was authorised, for the exercise of scientific research activities in the scientific area of Electrical Engineering, Computer Science, or similar scientific areas, under a fixed-term employment contract in public functions, under the terms of the General Law on Employment in Public Functions (LTFP), approved in annex to Law No. 35/2014, of 20 June, as amended.

**2. Applicable legislation:**

- General Law on Labour in Public Functions (LTFP), approved in annex to Law No. 35/2014, of 20 June, as amended;
- Administrative Procedure Code (CPA), approved in annex to Decree-Law No. 4/2015, of 7 January, as amended;
- Regime for hiring doctorates aimed at stimulating scientific and technological employment in all areas of knowledge (Contracting Regime), approved by Decree-Law No. 57/2016, of 29 August, which was amended by Law No. 57/2017, of 19 July;
- Statute of the Scientific Research Career, approved by Decree-Law No. 124/99, of 20 April, as amended;
- Ordinance No. 1553-C/2008, of 31 December, in conjunction with Decree-Law No. 137/2010, of 28 December, by Law No. 42/2016, of 28 December, by Ordinance No. 280/2022, of 18 November and by Ordinance No. 107-A/2023, of 18 April;
- Regulatory Decree No. 11-A/2017, of 29 December, as amended.

3. Under the combined terms of the provisions of articles 16 and 17 of Decree-Law no. 57/2016, of 29 August, in its current wording, this competition procedure and the hiring of the doctoral researcher is exempt from the authorization of the members of the Government responsible for the areas of finance and Public Administration, namely, that referred to in paragraph 3 of article 7 of Law no. 35/2014, of 20 June, in its current wording, and obtaining the prior favourable opinion of the members of the Government responsible for the areas of finance and Public Administration, referred to in paragraph 5 of article 30 of the LTFP and the procedure for the recruitment of workers in a situation of requalification.

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**4. Number of jobs to be occupied:** 1 (one).

**5. Duration of the contract:**

The contract will be concluded under a fixed-term employment contract in public functions, for a period of three years, under the terms of paragraph 2 of article 6 of the Hiring Regime.

**6. Description of the functions and characterization of the workstation:**

The job is part of the activities and research work scheduled at ISEP's Research Unit, Research Group in Engineering and Intelligent Computing for Innovation and Development – GECAD namely within the scope of the intelligent management of energy resources in power systems, buildings, energy communities and local markets, considering the flexibility provision and energy storage systems (residential batteries and electric vehicles). This intelligent management will be based on the use of deterministic optimization methods and artificial intelligence algorithms, computational intelligence and machine learning.

**6.1.** The research activities to be developed by the Doctoral researcher to be hired, will be done in the scope of projects funded by FCT, PRR, Portugal 2030 and Horizon Europe programs with special emphasis on NGS (C644936001-00000045 / Proj. 58).

**7. Workplace:**

The functions will be carried out in the Research Group in Engineering and Intelligent Computing for Innovation and Development – GECAD, of the Instituto Superior de Engenharia do Porto – ISEP, located at Rua Dr. António Bernardino de Almeida, n.º 431, Porto.

**8. Remuneration positioning:**

In compliance with the provisions of Regulatory Decree No. 11-A/2017, of 29 December, this tender procedure is opened for remuneration level 33 of the Single Remuneration Table (TRU), which corresponds to a monthly remuneration of €2,351.53.

**9. General Admission Requirements:**

National, foreign and stateless candidates may oppose the competition procedure.

Candidates must meet, by the deadline for submission of applications, the general requirements necessary for the exercise of public functions, set out in article 17 of Law no. 35/2014, of 20 June, namely:

- a) Portuguese nationality, when not exempted by the Constitution, international convention or special law;
- b) 18 years of age;
- c) Non-inhibition of the exercise of public functions or non-prohibition for the exercise of those that it proposes to perform;

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d) Physical robustness and psychological profile indispensable to the exercise of functions;

e) Compliance with mandatory vaccination laws.

They must also hold a PhD degree in Computer Engineering, Data Science, Computer Science, or related areas, conferred by a Portuguese or foreign higher education institution, and in the latter circumstance:

- i. Hold, until the date of application, the Doctoral Degree Registration, through the process of recognition of the degree conferred by a foreign higher education institution, identical to the Doctoral degree, which has been started, on a date prior to or equal to 2018, and completed by 2018, under the provisions of Decree-Law No. 341/2007, of 12 October, as amended, or to be the holder of the respective equivalence, in accordance with the provisions of Decree-Law no. 283/83 of 21 June, as amended;
- ii. Be the holder, until the date of application, of Recognition of the Doctoral Degree, conferred by a foreign higher education institution, through the Degree Recognition process, started in 2019, on a date prior to the date of submission of the application for the job, under the provisions of Decree-Law No. 66/2018, of 16 August.

**9.1 Special requirements regarding the appropriate profile for the work to be carried out:**

Hold a scientific and professional curriculum with an appropriate profile for the work to be developed, according to the initial level of researcher, according to paragraph 4 of article 2 of Regulatory Decree 11-A/2017, of 29 December, including the following:

- Participation in scientific research and development projects;
- Author of a minimum of 6 papers published in conferences proceedings and relevant journals, in the area of intelligent management of energy resources in power systems, buildings, energy communities and local markets, considering the flexibility provision to the power and energy system and energy storage systems (residential batteries and electric vehicles);
- Very good oral and written communication skills in English.

**10. Formalization of applications and deadline for submission:**

Applications are submitted electronically, by filling out the appropriate form, at the address: [www.isep.ipp.pt/concursos](http://www.isep.ipp.pt/concursos), within 30 working days, counted from the date of publication in the Public Employment Exchange. The application must be accompanied by documents proving the conditions set out in point 9 for admission to this competition procedure, namely:

- a) Electronic application form for the tender procedure;
- b) *Detailed curriculum vitae*, structured in order to allow the evaluation of the relevance, quality and timeliness of the candidate's Scientific and Curricular Path, according to the order of the evaluation criteria set out in 12.1.1.;
- c) Scientific project, focusing on intelligent management, based on the use of artificial intelligence concepts and techniques, of energy resources in power systems, considering not only the systems aspect but also at local level, namely in buildings, energy communities or local markets;
- d) Photocopy of the certificate or diploma proving the academic degree of Doctor, recognition or registration of the

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Doctorate degree;

e) Photocopy of the doctoral thesis;

f) Photocopy of the supporting documentation for the activities and results recorded in the *curriculum vitae*;

g) Declaration proving that the candidate meets the general and special requirements referred to in paragraph 9 of this notice and a copy of supporting documentation;

h) Letter of motivation.

**11. Procedure**

**11.1.** The doctoral selection process begins with a Jury meeting to assess the applications, to verify, in each application, the compliance or non-compliance with the general and special requirements established in this Notice.

**11.2.** Only candidates who correctly formalize their application and who meet the required requirements, respecting the provisions of this Notice and the applicable legislation, may be admitted. Candidates who incorrectly formalize their application or who do not prove the required requirements are excluded. False statements will be punished under the terms of the Law.

The Jury has the right to require any candidate, in case of doubt, to present documents proving their statements.

**11.3.** If no candidate is excluded, the Jury begins the application of the selection method "Evaluation of the Scientific and Curricular Path of the Candidates", notifying, by e-mail, with a receipt of delivery of notification, the admitted candidates of the beginning of the application of the selection method.

**11.4.** If any candidate is excluded, the excluded candidates are notified, by email, with a receipt of delivery of notification, for the holding of the hearing of interested parties, under the terms of article 121 of the Code of Administrative Procedure, granting a deadline for pronouncement in a prior hearing.

**11.5.** After the deadline for a prior hearing of the excluded candidates, the Jury assesses the issues raised by the candidates and notifies the excluded candidates of the exclusion decision, by email, with a receipt of delivery of notification.

**11.6.** For the application of the "Interview" selection method, admitted candidates will be summoned, by email, with a receipt of delivery of notification, indicating the date, time and place of the interview, five working days in advance. Candidates who, without providing a reasoned justification, do not attend the Interview selection method, are considered excluded from the competition procedure and are notified, by email, with a receipt of delivery of notification, for the hearing of interested parties, under the terms of article 121 of the Code of Administrative Procedure, applying the procedure described above in 11.4.

**11.7.** After completing the application of the selection methods, the Jury proceeds to draw up the ordered list of approved candidates, with their respective classification.

**11.8.** Candidates approved in the application of the selection methods are notified by e-mail of the draft unitary list of final ordering, with a receipt of delivery of notification, under the terms of article 121 of the Code of Administrative

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Procedure, granting a period of ten working days for the pronouncement of the candidates.

**11.9.** After the deadline for a preliminary hearing of the candidates, the Jury assesses the candidates' allegations and approves the final ranking list of approved candidates. For the occupation of the job post, this list includes the final ranking of the candidates, approved on absolute merit, in descending order of their respective classification.

**11.10.** The decisions of the Jury and the final deliberation of the Jury are approved by the President of the Instituto Superior de Engenharia do Porto, who has the competence to make the decision to hire.

**11.11.** Minutes of the Jury meetings are drawn up containing a summary of what has occurred in them, as well as the votes cast by each of the members and the respective justification, and are provided to the candidates whenever requested or when they justify notification of candidates in this procedure.

**11.12** This competition procedure is exclusively intended to fill the advertised job post, and may be terminated until the approval of the final ranking list of candidates and expiring with the respective occupation of the job post.

**12. Selection Methods:**

Under the terms of article 5 of the Hiring Regime, the selection is carried out through the "Evaluation of the Scientific and Curricular Path" of the candidates, being complemented with the "Interview" selection method.

**12.1.** The Evaluation of the Scientific and Curricular Path focuses on relevance, quality and timeliness, with a weighting factor of 90%:

- a) Scientific, technological, academic and cultural or artistic production of the last five years considered most relevant by the candidate, with a weighting factor of 55%;
- b) Applied or practice-based research activities developed in the last five years and considered to have the greatest impact by the candidate, with a weighting factor of 30%;
- c) Of the activities of extension and dissemination of knowledge developed in the last five years, namely, in the context of the promotion of culture and scientific practices, considered of greater relevance by the candidate, with a weighting factor of 10%;
- d) Management activities of science, technology and innovation programmes, or experience in the observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad, with a weighting factor of 5%.

In weighing the evaluation criteria laid down in 12.1 a) to d), each evaluation panel member may consider the relevance and quality of the proposed scientific project on intelligent management, based on the use of artificial intelligence concepts and techniques, of energy resources in power systems, considering not only the systems aspect but also at local level, namely in buildings, energy communities or local markets.

**12.2.** The Interview aims to clarify the aspects considered relevant and related to the results of the research developed by the candidates, with a weighting factor of 10%.

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The Jury, whenever it deems necessary, may request candidates to present additional documents proving the candidates' statements, which are relevant to the analysis and classification of their application.

**12.3.** The final classification of the candidates will be the result of the application of the two selection methods, through the weighting of 90% in the classification of the first method (Evaluation of the Scientific and Curricular Path of the Candidates) and 10% in the classification of the second method (Interview), after clarification of the merit of the candidates' research results in the scientific area of the competition. If the candidates are not submitted to the second selection method, the classification obtained in the first method represents the final classification.

**12.4.** The Jury deliberates through a reasoned roll-call vote, in accordance with the selection criteria adopted and disclosed, with abstentions not allowed. Candidates who obtain a final classification of less than 50 points will not be approved on absolute merit, and will not be considered eligible to fill the vacancies in the competition. Candidates who obtain a final classification equal to or greater than 50 points are considered approved on absolute merit and will be ranked, in descending order of the classifications obtained, after any tiebreakers have been made. The tie-breaking process will take into account the best classification obtained in the item referred to in point 12.1.1., if the tie remains, the best classification obtained in point 12.2 will be used.

If the tie persists, the tiebreaker will be made by vote of the Jury, with the President of the Jury having a casting vote.

**13. Composition of the Jury:**

The Jury proposed by the GECAD Research Group and appointed by order of the President of ISEP, in accordance with article 13 of the Contracting Regime, is composed as follows:

**President of the Jury:** Dr. Zita Maria Almeida Vale, Professora Coordenadora Principal;

**Effective members:**

Dr. Carlos Fernando da Silva Ramos, Professor Coordenador Principal;

Dr. Sérgio Filipe Carvalho Ramos, Professor Coordenador;

Dr. Luis Filipe Oliveira Gomes, Investigador;

**First Alternate Member:** Dr. Fernando Maurício Teixeira De Sousa Dias, Professor Adjunto;

**Second Alternate Member:** Dr. Maria Goreti Carvalho Marreiros, Professora Coordenadora Principal.

In his absences and impediments, the President of the Jury will be replaced by the Member indicated first, who, in case of impediment, will be replaced by the first Alternate Member.

**14.** Candidates with a degree of disability equal to or greater than 60%, recognized under the terms of the law, are guaranteed the right stipulated in article 3 of Decree-Law no. 29/2001, of 3 February, according to the number of jobs to be filled in the competition procedure, and they must declare, in the application for admission, under oath, the respective degree of disability, the type of disability and the means of communication/expression to be used in the selection process.

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**15.** In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously ensuring that any form of discrimination is avoided.

**16. Protection of Personal Data:**

In the application, the candidate provides the information and the necessary consent for the processing of personal data, at the time of application and for the strict purpose of collection, and integration in the database of the competition procedure and for the duration of the competition procedure, under the terms of the General Data Protection Regulation.

**17.** The documents submitted within the scope of this tender procedure constitute administrative documents, so access to them will be made in compliance with Law no. 26/2016, of 22 August, as amended.

**18. Publicity of the procedure:**

The publication of this procedure will be carried out in accordance with the provisions of paragraph 2 of article 11 of the Contracting Regime, in its current wording, namely:

- a) In the 2nd series of the Diário da República;
- b) In the Public Employment Exchange, in [www.bep.gov.pt](http://www.bep.gov.pt), on the 1st working day following the publication in the Official Gazette;
- c) On the website of the Foundation for Science and Technology, I.P., in Portuguese and English;
- d) On the ISEP website, in [www.isep.ipp.pt](http://www.isep.ipp.pt), in Portuguese and English.

ISEP, June 05, 2025