

**EDITAL/0004/2019**  
**ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR**  
**DOCTORATE HIRING**  
**PURSUANT TO DECREE-LAW NO. 57/ 2016 OF 29 AUGUST**

**Internal Reference:** ECI-IJ\_CEGE\_SMP

### **1. Framework**

The Rector of the Universidade Católica Portuguesa, Prof. Dr. Isabel Capelo Gil deliberated the opening of an international selection tender for one vacancy of doctorate junior researcher to perform duties of scientific research, in exclusive commitment, in the scientific field of Service Management and Performance, to be carried out at CEGE – Research Centre in Management and Economics, integrated in the Faculty of Economics and Management / Católica Porto Business School of Universidade Católica Portuguesa, in Porto, within the framework of the Agreement-Programme of Institutional Support Selection Procedure (articles 17, 19, and 28 of the Scientific Employment Regulation) signed between the Portuguese Foundation for Science and Technology, I.P. ( FCT,IP) and the Universidade Católica Portuguesa (UCP).

The activities to be carried out will take place within the Service Management and Performance (SMP) group in CEGE. This group conducts research with the goal of significantly advancing the field, both in terms of theory and managerial practice, combining methodological rigor with managerial relevance. Relevant themes include the management of digitally-enabled services, benchmarking and efficiency analysis, servitization of manufacturing and service networks. These themes are primarily investigated based on Operations Management and Management Science approaches, but may also be researched drawing on other disciplines in Management, such as Marketing and Strategy. The group emphasizes empirical methodologies, including quantitative models, case studies, surveys, use of secondary data/big data, among other. The group has conducted research in retail, telecommunications, healthcare, transportation, utilities, financial services and manufacturing firms with relevant service activities, among other sectors.

It is expected that the post doc researcher be involved in a number of activities related to research projects in the SMP area, including:

- Collection and statistical data analysis of data associated with Services (in Portugal and abroad).
- Development of a benchmarking model for Services and ensuing data collection and analysis (in Portugal and abroad).
- Conduction of case studies on Service activities (in Portugal and abroad).
- Writing of scientific articles in collaboration with researchers from CEGE.
- Organization of conferences and scientific events as well as knowledge dissemination and transfer activities.

These activities will take place within a maximum period of 6 years.

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## 2. Applicable Legislation

Decree-Law no. 57/2016 of 29 August, amended by Law no. 57/2017 of 19 July), which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), without prejudice to the specific regulations applicable to the Universidade Católica Portuguesa.

## 3. Workplace

The workplace is located on the premises of the Universidade Católica Portuguesa, in Porto.

## 4. Remuneration

Gross monthly remuneration to be paid is 2.128,34 € euros, plus meal allowance. To these amounts are added annual holiday and Christmas allowances.

## 5. Admission requirements

Any national, foreign, and stateless candidate(s) who hold a doctorate degree in Operations Management, Management Science, Industrial Engineering, Management, Economics or related scientific fields, and a scientific and professional curriculum whose profile is suited for the activities to be performed, can submit their applications. In the event the doctorate degree was awarded by a foreign higher education institution, said degree must comply with the provisions of Portuguese law on the recognition of foreign degrees. For those purposes, the requirements described in **point no. 11** of this notice must be considered.

## 6. Selection Process

Pursuant to article 5 of RJEC, selection is to be made based on candidate scientific and curricular career evaluation.

## 7. Evaluation criteria

Assessment criteria: scientific production and its relevance, participation in scientific projects and congresses, student supervision, scientific dissemination actions, transfer of knowledge, other relevant activities and experiences. The evaluation process includes an interview with the candidates.

Candidate final classification system shall be given on a scale of 0 to 100. The value is calculated by weighing in each factor as follows, always taking into account that for each item only the activity relevant to the scientific field of the present tender will be considered:

### 1. Scientific and curricular background (PC)

- a) Scientific and technological production, considering its relation to the SMP scientific area and its relevance to the envisaged research activities: weighing **75%**;
- b) Applied or practice-based research activities: **20%**;
- c) Knowledge extension and dissemination activities: **5%**;
- d) Interview (E).

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The candidates who rank in the first three positions will be interviewed (E), in order to clarify aspects related to the results of their research. Applicants will be asked to make a 10-minutes PowerPoint presentation, in which they demonstrate the contributions to this parameter.

Applicants who are interviewed will be assigned a new classification in addition to the initial one that will be based on the following formula:

$$\text{Final classification} = 90\% \text{ PC} + 10\% \text{ E}$$

## 8. Tender Selection Panel

Pursuant to article 13 of RJEC, the tender selection panel shall be formed by:

President of the Jury: Prof. Dr. Nuno Miguel Ornelas Martins;

Other members: Prof. Dr. Maria da Conceição Andrade Silva; Prof. Dr. Rui Manuel Soucasaux Meneses e Sousa

## 9. Deliberation

The panel shall deliberate by means of roll-call vote justified under the adopted and disclosed selection criteria, with no abstentions allowed. Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification. The panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring. The ranked list of approved candidates will be posted at the facilities of Universidade Católica Portuguesa at Porto, located at Rua Diogo Botelho, 1327, 4169-005 Porto and will be announced on the website <http://www.catolicabs.porto.ucp.pt/pt/cege-estudos-projetos>. Candidates will be notified by email once this list is made available.

## 10. Preliminary Hearing and Final Decision Deadline

After being notified, all candidates have 10 working days to respond. The panel's final decisions are pronounced within the next 5 working days, following the candidates' deadline.

## 11. Application formalization

Applications are formalized by completing the [application form](#) available at <http://inqueritos.porto.ucp.pt/site/index.php/322239/lang-en>

Applications are to be submitted in English.

Applications shall include the following documents:

- a) Curriculum vitae using the available CV model ([http://www.porto.ucp.pt/sites/default/files/files/UEI/ModeloCV\\_Researcher\\_CEGE.docx](http://www.porto.ucp.pt/sites/default/files/files/UEI/ModeloCV_Researcher_CEGE.docx));
- b) Certificate of completion of the PhD, indicating the date of its conclusion;

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If the Doctoral Degree has been awarded by a non-Portuguese higher education institution it must comply with the provisions of the Portuguese legislation on the recognition of foreign degrees, regulated by Decree-Law no. 66/2018 of August 16<sup>th</sup>. The signature of the contract is conditional on the presentation of the formal document.

Applicants are advised to check the website of the Directorate-General for Higher Education (DGES) for further information: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

## 12. Application deadline

Candidates may submit their applications in the terms mentioned in the previous point, from **04-02-2019** until **15-02-2019** (5 pm Lisbon time).

All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements. Failure to submit any clarifications, information or documents that are requested within 5 working days means the withdrawal of the application.

False statements provided by the candidates shall be punished by law.

## 13. Privacy Policy

Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection.

The personal data processed in the scope of this tender procedure is processed within the framework of said tender procedure only, and will be processed by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement.

The data retention period shall correspond to the legally defined period of five years.

The Data Subject is entitled to oppose to the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.

The Data Subject has the right of access and portability of the data.

Rights of Personal Data Subjects: <https://www.ucp.pt/rights-data-subjects>.

For purposes of exercising the respective rights, contact the University through the e-mail address [compliance.rgpd@ucp.pt](mailto:compliance.rgpd@ucp.pt) or by using the address found at the end of this announcement, through the means set out in "Contacts for clarification".

The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

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**14. Non-discrimination and equal access policy:**

The Universidade Católica Portuguesa actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, 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 convictions, and union membership.

**15. Final remarks:**

This tender is exclusively destined to fill this specific vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

This invitation to tender and the contract concluded as a result of it will only take effect if FCT's financing conditions are fulfilled. The interruption or suspension of the funding can determine the termination of the contract.

This tender procedure can be canceled when it is vacant; when any case of force majeure occurs; when reasons of a budgetary nature, occurring after the opening of the competition, determine it.

The selected candidate will be hired by Universidade Católica Portuguesa as junior researcher under a contract of indefinite duration (contrato a termo incerto), following what is stipulated in Decree-Law no. 57/2016 of 29 August, and which will never be superior to six years.

**16. Contacts for clarification:**

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