

**NOTICE****22-04-2026**

## Notice No. 2026/006

OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE RECRUITMENT OF A PHD RESEARCHER UNDER A FIXED-TERM PUBLIC EMPLOYMENT CONTRACT

1. By order of the President of the Instituto Superior de Engenharia do Porto, of 04/11/2025, using the powers conferred, pursuant to Article 96 of Law No. 62/2007, of September 10, in its current wording, and subparagraph 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 February 23, 2018, published in the Diário da República, 2nd series, N.º 56, of March 20, authorization has been granted for the opening of an international selection procedure for a PhD Researcher position. Applications are open for 30 working days, starting from the date of publication in the Public Employment Exchange (Bolsa de Emprego Público). This position is aimed at carrying out scientific research activities in the fields of Computer Engineering, Electrical Engineering, or related areas, under a fixed-term public employment contract, pursuant to the General Law on Public Employment (LTFP), approved in annex to Law No. 35/2014, of June 20, in its current wording.

**2. Applicable Legislation:**

- General Law on Public Employment (LTFP), approved in annex to Law No. 35/2014, of June 20, in its current wording;
- Code of Administrative Procedure (CPA), approved in annex to Decree-Law No. 4/2015, of January 7, in its current wording;
- Hiring regime for PhD holders aimed at stimulating scientific and technological employment in all fields of knowledge (Hiring Regime), approved by Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19;
- Scientific Research Career Statute, approved by Law No. 55/2025, of April 28, in its current wording;
- Ordinance No. 1553-C/2008, of December 31, combined with Decree-Law No. 137/2010, of December 28, by Law No. 42/2016, of December 28, by Ordinance No. 280/2022, of November 18, and by Ordinance No. 107-A/2023, of April 18;
- Regulatory Decree No. 11-A/2017, of December 29, in its current wording.

3. Under the provisions of Articles 16 and 17 of Decree-Law No. 57/2016, of August 29, in its current wording, this selection procedure and the hiring of the PhD researcher are exempt from the authorization of government members responsible for finance and public administration, namely the one referred to in paragraph 3 of Article 7 of Law No. 35/2014, of June 20,

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in its current wording, as well as from obtaining the prior favorable opinion of government members responsible for finance and public administration, as referred to in paragraph 5 of Article 30 of the LTFP, and from the recruitment procedure for workers in a requalification situation.

**4. Number of Positions to Be Filled:** 1 (one).

**5. Contract Duration:**

The contract will be executed as a fixed-term public employment contract for a period of three years, pursuant to paragraph 2 of Article 6 of the Hiring Regime. It may be renewed up to a maximum of six years.

**6. Description of Duties and Characterization of the Job Position:**

The position is aligned with the activities of the SoftCPS Research Group ([SoftCPS Website](#)), focusing on Software Technologies for Cyber-Physical Systems. The primary areas of interest include mapping of computation in parallel embedded systems, high-performance embedded systems, parallel computing in the edge and the application of these technologies in real-time systems.

The following tasks are assigned to this position:

- (i) Management of the research group's R&D projects, including responsibility for representing the group in tasks, work packages, team management, and meetings;
- (ii) Writing project deliverables and other documents;
- (iii) Writing and supporting the preparation of scientific papers for teams involved in the projects;
- (iv) Research and development of solutions and architectures for projects or services in which the group is involved;
- (v) Management and development of prototypes, proof-of-concepts, and products;
- (vi) Participation in the preparation of project proposals.

**6.1.** The research activities and tasks mentioned above, to be undertaken by the hired PhD researcher, fall under projects funded by various financing programs, including Portugal 2030, Horizon Europe, and Digital Europe, with particular emphasis on the MATISSE and GenerIoT projects.

**7. Workplace:**

The duties will be carried out at ISEP, within the SoftCPS group's facilities, located at Rua Dr. António Bernardino de Almeida, No. 431, Porto, Portugal.

**8. Remuneration:**

In compliance with Regulatory-Decree n.º 11-A/2017, of December 29th, the present procedure is open to the remuneration level 44 of the Tabela Remuneratória Única (TRU), which corresponds to a monthly remuneration of

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3.019,58 Euros.

**9. General Admission Requirements:**

The competition is open to national, foreign, and stateless candidates holding a PhD degree or recognition of the PhD degree in accordance with Decree-Law No. 66/2018, dated August 16, in its current version, in a field of knowledge or specialty that includes the scientific areas of Computer Architecture (preferably), Informatics Engineering, Electrical Engineering, or a related scientific area. Candidates must also present a scientific and professional CV demonstrating a profile suitable for the outlined activities, which includes:

- Relevant scientific work in the following areas: mapping of computation in parallel embedded systems, high-performance embedded systems, parallel computing in the edge and the application of these technologies in real-time systems;
- Significant participation in externally funded scientific research and development projects, including Horizon Europe and Portugal 2030-funded projects. Preferably, this experience should include significant interaction with academic and business partners;
- Engineering work experience in cyber-physical systems;
- Strong communication skills, both spoken and written, in English.
- They must also hold a doctoral degree in the aforementioned areas, conferred by a Portuguese or foreign higher education institution. In the latter case, they must:
  - i. Hold, by the date of registration, a Doctoral Degree Registry, through a process of recognition of the degree conferred by a foreign higher education institution, identical to a Doctoral degree, which was initiated on or before 2018 and completed by 2018, in accordance with the provisions of Decree-Law No. 341/2007 of October 12, in its current wording, or hold the respective equivalence, in accordance with the provisions of Decree-Law No. 283/83 of June 21, in its current wording; or,
  - ii. Hold, by the date of registration, a Recognition of the Degree of Doctor, conferred by a foreign higher education institution, through a Degree Recognition process, initiated from 2019 onwards and completed on a date prior to the date of submission of the application for the job position, in accordance with the provisions of Decree-Law No. 66/2018, of August 16."

The establishment of a public employment relationship also depends on the fulfillment, by the worker, of the following requirements:

- a) Portuguese nationality, unless exempted by the Constitution, by an international convention, or by special law;
- b) Completion of 18 years of age;
- c) No disqualification from holding public office or prohibition from performing the functions for which the worker is applying;
- d) Physical robustness and psychological profile essential for the exercise of the functions;
- e) Compliance with mandatory vaccination laws.

Portuguese nationality for the performance of public functions may only be required in the cases provided for in

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paragraph 2 of Article 15 of the Constitution.

**10. Application Process and Deadline:**

Applications must be submitted electronically by completing the designated form available at <https://www.isep.ipp.pt/New/ViewNew/7360> within 30 business days from the publication date in the Public Employment Exchange (BEP).

The application must include the following supporting documents as stipulated in Section 9:

- a) Copy of certificates or diplomas;
- b) Doctoral thesis or equivalent document(s) awarding the academic degree;
- c) Detailed, signed, and dated CV structured according to the criteria outlined in Section 12.1, highlighting and attaching copies of the works deemed most relevant by the candidate for each criterion;
- d) A scientific project proposal related to high-performance embedded systems, parallel computing in the edge and the application of these technologies in real-time systems;
- e) Other documents deemed relevant by the candidate for evaluating their application. All documents prepared specifically for the application must be written in English.

**11. Processing of the procedure:**

**11.1.** The selection process of Doctoral candidates begins by means of a meeting of the evaluation panel to evaluate the applications, and in order to verify, for each application, the compliance or non-compliance of the general and specific established requirements of this Notice.

**11.2.** Only candidates who correctly formalize their application and who meet the legally required requirements may be admitted, complying with the stated in this Notice and the applicable legislation. Candidates who incorrectly formalize their application or who do not prove the requirements required in this call are excluded. The false statements will be punished according to the Law.

The jury of the procedure has the right to ask any candidate, in case of doubt, to present documents to prove their statements.

**11.3.** In the case that none of the candidates is excluded, the jury will start the application of the selection method "Evaluation of the Scientific and Curricular Course", notifying by e-mail, with notification delivery receipt, the admitted candidates regarding the beginning of the application of the selection method.

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**11.4.** In the case that a candidate is excluded, the excluded candidates will be notified, by electronic mail, with notification delivery receipt, about the hearing of interested parties, in the terms of the article 121 of the Code of Administrative Procedure, granting a term for pronouncement in a prior hearing.

**11.5.** After the deadline for prior hearing of the excluded candidates, the evaluation panel assesses the questions raised by the candidates, and notifies the excluded candidates of the exclusion decision, by e-mail, with notification delivery receipt.

**11.6.** If the jury deliberates to apply the method "Interview", the candidates will be notified, by e-mail, with notification delivery receipt, of the date, time and place of the Interview, five working days in advance. Candidates who, without presenting a reasoned justification, do not attend the "Interview" selection method, are considered excluded from the application and are notified by e-mail, with notification delivery receipt, regarding the hearing of interested parties, in the terms of the article 121 of the Code of Administrative Procedure, applying the procedure described above in 11.4.

**11.7.** Upon completion of the application of the selection methods and parameters, the evaluation panel will proceed to the elaboration of an ordered list of the approved candidates, with their classification.

**11.8.** Applicants approved in the application of the selection methods shall be notified by e-mail, regarding the provisional final ranking unitary list, with notification delivery receipt, in the terms of the article 121 of the Code of Administrative Procedure, granting a period of ten working days for the candidates to pronounce.

**11.9.** After the deadline for prior hearing of the candidates, the jury assesses the candidates' claims and approves the final ranking list of the successful candidates. For the occupation of the working post, this list integrates the final ranking of the candidates, approved in absolute merit, in descending order of the respective classification.

**11.10.** The decisions of the evaluation panel and the final deliberation of the evaluation panel are approved by the President of Instituto Superior de Engenharia do Porto, which has the competence for the decision to contract.

**11.11.** Minutes of the meetings of the evaluation panel are elaborated, containing a summary of what has taken place in them, as well as the votes issued by each of the members and their reasons, being granted to the candidates,

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when requested or when required to be notified to the candidates in this procedure.

**11.12.** This procedure is intended, exclusively, for filling the advertised job position, and may be terminated until the approval of the final ordering list of candidates and expires with the respective occupation of the job position.

**12.** Selection Methods:

According to article no. 5 of the Hiring Regulation, the selection of the Doctoral researchers is made through the application of the selection method "Evaluation of the candidate scientific and curricular course", which may be complemented by the selection method "Interview", by decision of the jury.

**12.1.** The evaluation of the scientific and curricular course method focuses on the relevance, quality, and timeliness of:

- a) The scientific, technological, academic and cultural or artistic production of the last five years considered as most relevant by the candidate;
- b) The applied or practice-based research activities carried out in the last five years and considered as with highest impact by the candidate;
- c) The knowledge extension and dissemination activities developed in the last five years, namely in the context of the culture and scientific practices promotion, considered as with highest impact by the candidate;
- d) The management activities of science, technology, and innovation programs, or the experience on the observation and monitoring of the scientific and technological system or of the high education system, in Portugal or abroad.

**12.1.1.** The evaluation criteria, with the option set out in point 12.1.2, and with particular emphasis on curriculum vitae and the contributions considered most important by the candidate in the last 5 years:

- a) Quality of scientific and technological output, namely publications, prototypes, products and recognition by the scientific community, in particular through the quality of these and adequacy to the requirements of the position listed in point 9, review of scientific articles, oral communications, to which a weighting factor of 50% has been given;
- b) Participation in scientific and technological international projects, with external funding, in academia-industry collaboration, to which a weighting factor of 40% has been given;
- c) Scientific dissemination and knowledge transfer activities, including participation in events with oral presentation and demonstration of the results of scientific activity, mentoring students, to which a weighting factor of 5% has been given;
- d) Activities in the management of science, technology and innovation programs, or experience in observing and monitoring of the scientific and technological system or higher education, including

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activities to support the management, monitoring and reporting corresponding to activities and results within the scope of the projects in which he/she has participated in and of the research units and groups in which he/she is integrated, to which a weighting factor of weighting factor of 5%.

**12.1.2.** In weighting the evaluation criteria listed, each member of the Jury may consider the following additional parameter, with the following condition:

Relevance and quality of the proposed scientific project.

Whenever it deems it necessary, the Jury may ask candidates to submit additional documents to support their declarations, which are relevant to the analysis and classification of their application.

**12.2.** The interview, which lasts a maximum of 60 minutes, may be applied to all or part of the candidates to be selected by the jury. of the candidates, to be selected by the Jury.

12.3 The jury may decide to select up to three candidates who will be asked to hold a session to present the results of their research, in which the evaluation panel must encourage an open debate about its content and innovative character. This presentation session does not constitute a selection method and it is not given a grade, aiming merely to obtain clarifications or explanations of elements contained in the candidates' curricula.

**12.4.** The final classification of candidates will be the result of the application of the two selection methods, by weighting 90% in the classification of the first method (Evaluation of the Scientific and Curricular Course) and 10% in the classification of the second method (Interview), after clarifying the merits of the candidates' research results in the scientific field of the call. If candidates are not submitted to the second selection method, the classification obtained in the first method represents the final classification.

**12.5.** The jury deliberates through the roll-call vote substantiated, according to the adopted and published selection criteria, without permission for abstentions. The candidates obtaining a final classification lower than 50 will not be approved in absolute merit so they will not be considered eligible to fulfill the positions under this call. The candidates with a final classification equal to or higher than 50 are considered as approved by absolute merit and will be sorted in decreasing order of the respective classifications, after dealing with possible equality of classifications. If two candidates have the same final classification, the candidate with the best classification obtained in a) of 12.1.1. will be ranked first; if the final classifications are still the same, the candidate with the best classification obtained in b) of 12.1.1. will be ranked first; if the final classifications are still the same, the candidate with the best classification obtained in c) of 12.1.1. will be ranked first.

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If the final classifications are still the same, the evaluation panel will vote, with the President of the evaluation panel having the quality vote.

**13. Composition of the Jury:**

The Jury proposed and appointed by order of the President of ISEP, in accordance with article 13 of the Hiring System, has the following composition:

President of the Jury: Dr. Luis Miguel Pinho, Coordinating Professor with habilitation;

Effective Members: Dr. Luis Lino Ferreira, Coordinating Professor, who will replace the President in his absence or impediment, and Dr. Ricardo Severino, Assistant Professor;

First Alternate Member: Dr. António Barros;

Second Alternate Member: Dr. Paulo Baltarejo Sousa;

In the event of absence or impediment, the President of the Jury will be replaced by the first member, who, in the event 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 competitive procedure, and they must declare, in the admission application, under oath, the respective degree of incapacity, the type of disability and the means of communication/expression to be used in the selection process.

**15.** In compliance with h) of the 9th article of the Portuguese's Constitution, the Public Administration, while hiring entity, actively promotes a policy of equality between men and women, in accessing employment and in the professional progression, strictly ensuring to avoid all and any way of discrimination.

**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 into the competitive procedure database and for the duration of the competitive procedure, in accordance with the General Data Protection Regulation.

**16.1.** The documents presented within the scope of this procedure are administrative documents, so the access to them will follow Law no. 26/2016, of 22 August, in its current wording.

**17. Publication of the procedure:**

The publication of the present procedure will be made according to number 2 of article 11 of Hiring Regulation, in its

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current wordings, as follows in:

- a) 2nd series of Diário da República;
- b) Bolsa de Emprego Público, in [www.bep.gov.pt](http://www.bep.gov.pt), in the 1st working day after the publication in Diário da República;
- c) Fundação para a Ciência e a Tecnologia, I.P.'s website, in Portuguese and in English;
- d) ISEP's website, in [www.isep.ipp.pt](http://www.isep.ipp.pt), in Portuguese and in English.

ISEP, Abril 22, 2026