

# ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR DOCTORATE HIRING PURSUANT TO ARTICLE 23 OF DECREE-LAW NO. 57/2016 OF 29 AUGUST

1. In its meeting, the LIP Board of Directors deliberated the opening of an international selection tender for one vacancy of doctorate to perform duties as researcher in the scientific area of Experimental Particle Physics in an undefined work contract regime, with the duration of three years, under the dispositions of article 23 (1) and (4) and pursuant to the Labour Code.

Duties to be performed:

The candidate will be integrated in the ATLAS Portuguese team and will contribute to the group responsibilities on the Upgrade of the ATLAS detector (Phase I and II), focusing on the TileCal hadronic calorimeter. He/she will be responsible for the preparation and quality control of the optical WLS fibres and tests of radiation hardness of scintillators. In the context of the Phase II activities, it is also foreseen that he/she contributes to tests in the lab and in test beams of high voltage distribution boards under development by the Portuguese team; as well as in simulation studies to evaluate the effect of the improved TileCal detector performance on physics analysis and on the trigger system. In addition, the candidate will contribute to the operations of the TileCal detector (in activities such as run coordinator or data quality leader) and to explore the use of the laboratory LOMAC (Optics and scintillating materials lab) beyond particle physics.

## 2. Applicable Legislation

- Decree-Law no. 57/2016 of 29 August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC).
  - Labour Code approved by Law no. 7/2009 of 12 February, under its current Reading
3. Pursuant to article 16 of Decree-Law no. 57/2016 of 29 August, this tender procedure shall be exempt from the authorization given by the Government members in charge for Finances and Public Administration, namely the authorization mentioned on article 7 (3) of LTFP; and from obtaining a prior favourable opinion from said Government members, mentioned on article 30 (5) of LTFP, and the recruitment process for workers in a requalification position, mentioned on article 265 of LTFP.
  4. Pursuant to article 13 of RJEC, the tender selection panel shall be formed by: President of the jury, Professor Mário Pimenta and Members of the Jury, Dr. Patricia Conde Muiño and Dr. Oleg Solovyanov.
  5. Workplace shall be at LIP-Lisbon.

6. Monthly remuneration to be paid is the remuneration set by article 23 (3) of RJEC, corresponding to level 8 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31st, i.e. 1,870.88 Euros.
7. Any national, foreign and stateless candidate(s) who hold a doctorate degree in Physics or related scientific area and a scientific and professional curriculum whose profile is suited for the activity to be performed can submit their applications. In the event the doctorate degree was awarded by a foreign higher education institution, the degree must comply with the provisions of Decree-Law no. 341/2007 of 12 October, and all formalities established therein must be fulfilled by the deadline for applications.
8. General tender admission requirements are specified in the previous section.
9. Pursuant to article 5 of RJEC, selection is to be made based on candidate scientific and curricular career evaluation and public demonstration by the candidates.
10. Scientific and curricular career evaluation focuses on relevance, quality and up-to-dateness:
  - a) of scientific, technological production in the last five years, deemed most relevant by the candidate;
  - b) of research activities, applied or based on practical work, developed in the last five years, deemed most impactful by the candidate;
  - c) of knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of culture and scientific practices, deemed most relevant by the candidate;
  - d) of the activities of management of science, technology and innovation programmes, or the experience in observing and monitoring the scientific and technological, or higher education system in Portugal or abroad.
11. The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like paternity leave, long-term serious illness, and other legal situations of unavailability to work.
12. Evaluation criteria are the following: candidate scientific and curricular career evaluation, as well as public demonstration by the candidates.
  - Evaluation of the CV of the candidates, namely their scientific merit and research capabilities as demonstrated by the diffusion of the scientific results achieved and by the participation on research projects in scientific fields relevant for the proposed work program.
  - Suitability of the research candidate to the program proposed, being preferential factors:

- a) Knowledge of the ATLAS TileCal calorimeter and expertise on its operation and monitoring for the physics studies at the LHC.
  - b) Experience in WLS fibres preparation and the magnetron sputtering aluminization technique.
  - c) Knowledge of the ATLAS trigger system, simulation and analysis software.
  - d) Basic knowledge of the electronics instrumentation used for test beams and lab tests in nuclear and particle physics.
- The quality of the public demonstration given by the candidate paying special attention to the former items

Each member of the panel will value the two criteria for each candidate, taking into account the requirements of the duties to be performed, the adequacy of previous experience, his/her relationship to the relevant areas and sub-areas, and his/her experience in the development, implementation, operation and coordination of infrastructures and systems of scientific data processing.

The assessment of the scientific and curricular career is expressed on a numerical scale from 0 to 100. It will take into account the four elements specified in point 10 with particular relevance to research activities, applied or based on practical work.

The evaluation of the public demonstration is expressed on a numerical scale from 0 to 100 and will take into account the skills demonstrated by the candidates during the presentation, as well as their answers to the questions put by the jury.

The score of each jury member is obtained by the following assessment: 75% scientific and curricular career evaluation and 25% public demonstration.

The final classification of each candidate is obtained by the sum of the jury scores divided by the number of the jury members. In the event of a tie, the chairman of the jury shall have the casting vote.

13. Evaluation process shall include an interview/introduction session/public demonstration by the candidates/part of the candidates to be selected by the panel, of their research outcomes, following which panel members shall promote an open debate about its content and innovative character.
14. Candidate final classification system shall be given based on a numerical scale from 0 to 100.
15. The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.
16. 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, and shall be provided to candidates whenever required.

17. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.
18. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.
19. Application formalization:
  - 19.1 Applications are formalised by sending a Motivation Letter, addressed to the President of LIP, including announcement identification, full name, parents' names, ID card, or Citizen Card number and date, or civil identification number, taxpayer ID number, date and place of birth, marital status, occupation, residence and contact address, including email address and telephone.
  - 19.2 Applications shall include all supported documents encompassed by section 7 and 8 for tender admission, namely:
    - a) Certificate or diploma copy;
    - b) Doctorate thesis;
    - c) Curriculum vitae, detailed and structured pursuant to sections 10 and 12;
    - d) Other documentation relevant for the evaluation of qualifications in a related scientific area.
  - 19.3 Candidates shall submit their application files and supporting documentation, preferably in a digital form, in PDF format, via email [recrutamento@lip.pt](mailto:recrutamento@lip.pt), in person at Av. Elias Garcia, 14 -1º, 1000-149 Lisboa, during working hours, or by mail to said address. When submitted by mail, applications must be sent by registered mail with acknowledgement of receipt sent until the last day of application deadline, **which is hereby set as the period of 30 working days after the publication of this Announcement.**
20. All candidates who formalise 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.
21. False statements provided by the candidates shall be punished by law.
22. Both admitted and excluded candidate list and final classification list shall be posted at Av. Elias Garcia, 14 - 1º, 1000-149 Lisboa, published in the website of LIP: <http://www.lip.pt> and all candidates shall be notified by email with delivery receipt.
23. **Preliminary Hearing and Final Decision Deadline:** Pursuant to article 121 of the Administrative Procedure Code, after notified, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 days, from application deadline.

24. This tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.
25. **Non-discrimination and equal access policy:** LIP 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, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.
26. Pursuant to Decree-Law no. 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication/expression means to be used during selection period on their application form, under the regulations above.