

## CALL FOR A SENIOR RESEARCHER EDITAL PARA A CONTRATAÇÃO DE INVESTIGADOR SENIOR

Reference: CTTC\_IS.2.08\_2024@UNINOVA

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UNINOVA – Instituto de Desenvolvimento de Novas Tecnologias, by decision of the Executive Committee, opens an international call to hire a Senior Researcher, under the Special Investigator regime, over a fixed term contract and in part-time under the following Research projects funded by the European Commission's Horizon 2020 and H2020 programmes:

O UNINOVA – Instituto de Desenvolvimento de Novas Tecnologias, por decisão da Comissão Executiva, abre concurso internacional para a contratação de um Investigador Senior, no regime de Investigador Especial, através de um contrato a termo certo e em regime de tempo parcial, no âmbito dos seguintes projetos de Investigação financiados pelos Programas H2020 e Horizonte 2020 da Comissão Europeia:

- **AIDEAS – 101057294** – AI Driven industrial Equipment product life cycle boosting Agility, Sustainability and resilience
- **AgileHand – 101092043** - Smart Grading, Handling and Packaging Solutions for Soft and Deformable Products in Agile and Reconfigurable Lines
- **Cir4Fun – 101136734** – Expanding the European EHRxF to share and effectively use health data within the EHDS
- **FITTER-EU – 101132546** – Tackling inequalities in the green and digital transitions
- **MaaSai – 101177368** – Manufacturing as a Service: Technologies for customised, flexible, and decentralised production on demand

### Admission Requirements/Profile of Candidates:

Applicants may be any Portuguese national, foreign and stateless candidates that hold the following requirements:

- PHD in Electrotechnical and Computer Engineering (preferential) or similar.
- Specialization in “Industrial Information Systems” (preferential).
- Minimum of 7 years of proven experience in applied research, working in multinational and multidisciplinary teams such as the ones of European research projects:
  - Timely execution of R&D according to defined project plans;
  - Efficient communication with different project partners;
  - Support the coordination of junior researchers and developers
  - Support to the preparation of new project proposals;
- Knowledgeable in the application of methodologies and technologies for digital transformation within different sectors of society, including manufacturing, maritime, or defense:
  - Self-Sustainable Interoperability

- Interoperability Monitoring and Assessment
- Internet of Things
- Embedded Systems and Middleware
- Experience in the organization of international events such as workshops and conferences;
- Fluency in portuguese and English (written and spoken) - mandatory;
- Good communication and presentation skills;
- Experience in preparing project deliverables and reports;
- Proactivity and ability to work under pressure.
- Immediate availability (mandatory).

#### **Requisitos de Admissão/Perfil dos candidatos:**

Os candidatos podem ser nacionais, estrangeiros e apátridas que possuam os seguintes requisitos:

- Doutoramento em Engenharia Eletrotécnica e de Computadores (preferencial) ou similar.
- Especialização em “Sistemas de Informação Industrial”.
- Experiência mínima comprovada de no mínimo 7 anos em investigação aplicada, trabalhando em equipas multinacionais e multidisciplinares tais como as de projetos Europeus:
  - Execução pontual de R&D de acordo com os planos de trabalho;
  - Sistemas Ciber-físicos;
  - Comunicação eficiente entre diferentes parceiros dos projetos;
  - Apoiar a coordenação de investigadores juniores e developers;
  - Suporte à preparação de novas propostas de projetos.
- Domínio de estratégias e tecnologias para a transformação digital em vários sectores da sociedade, nomeadamente o da manufatura, marítimo ou defesa:
  - Interoperabilidade autossustentável;
  - Avaliação e monitorização da interoperabilidade;
  - Internet das coisas;
  - Sistemas embebidos e middleware.
- Experiência na organização de eventos internacionais, tais como workshops e conferências;
- Fluente na língua Portuguesa e Inglesa (escrita e falada) – obrigatório;
- Excelente capacidade de comunicação e de apresentação;
- Experiência na preparação de entregáveis e relatórios de projeto;
- Proatividade e capacidade de trabalhar sob pressão.
- Disponibilidade Imediata (obrigatório).

#### **Applicable legislation:**

- Administrative Procedure Code, as republished in Decree-Law nº 4/2015, from 7th January in its current version (CPA).

#### **Legislação aplicável:**

- Código do Procedimento Administrativo, republicado pelo Decreto-Lei nº 4/2015, de 7 de janeiro, na sua versão atual (CPA).

### Work Plan Activities:

The works are part of the research activities of the **AIDEAS – 101057294** – AI Driven industrial Equipment product life cycle boosting Agility, Sustainability and resilience; **AgileHand – 101092043** - Smart Grading, Handling and Packaging Solutions for Soft and Deformable Products in Agile and Reconfigurable Lines; **Cir4Fun – 101136734** – Expanding the European EHRxF to share and effectively use health data within the EHDS; **FITTER-EU – 101132546** – Tackling inequalities in the green and digital transitions; **MaaSAI – 101177368** – Manufacturing as a Service: Technologies for customised, flexible, and decentralised production on demand. Specifically:

### AIDEAS:

Contribute for the following workpackages and tasks of the project:

- WP2: DESIGN: AIDEAS Framework Design:
  - T2.3 - Usage Viewpoint
- WP4: BUILD: AIDEAS 4 Industrial Equipment Manufacturing
  - T4.1 - AI for Materials and Components Procurement
  - T4.4 - Machine Passport: Manufacturing Data
  - T4.5 - Continuous Integration and Validation
- WP5: BUILD: AIDEAS 4 Industrial Equipment Use
  - T5.1 - AI for Industrial Equipment Initial Calibration
  - T5.6 - Continuous Integration and Validation
- WP6: BUILD: AIDEAS 4 Industrial Equipment Repair-Reuse-Recycle
  - T6.4 - Machine Passport: Repair-Reuse-Recycle Data
- WP7: VALUATE: Piloting and Demonstrating
  - T7.5 - Impact Assessment and KPI Validation of AIDEAS Solutions
  - T7.6 - Roadmap, Replicability and Lessons Learned

### AgileHand:

Contribute for the following workpackages of the project:

- WP1: MANAGE: Administrative and Technical Project Management
- WP2: Lead Participant NEED: Industrial Scenarios and SSH Requirements Analysis
- WP3: DESIGN: AGILEHAND Architecture and Integration
- WP4: BUILD: Smart Sensing SUITE
- WP7: EVALUATE: Piloting and Demonstrating
- WP8: IMPACT: Dissemination, Exploitation and Standardisation

### Cir4Fun:

Contribute for the following workpackages of the project:

- WP1: Project Management
  - T1.1 Project Coordination and Management

- T1.3 Quality, Risk Management and Contingency Plans
- T1.4 Data Management and Governance, Societal and Ethical Issues
- WP2: Systematic Use-case Requirements Analysis and Specifications, and Cir4Fun Reference Architecture
  - T2.1 Furniture's Circular Economy Roadmap
  - T2.4 Cir4Fun Architecture Specifications
- WP4: Digital Product Passport for furniture
  - T4.1 DPP Adoption for Furniture
  - T4.2 Furniture Lifecycle and Provenance Services
  - T4.3 Training and Learning Material to Support the Circular Economy in the Furniture sector
  - T4.4 SDKs and Services for Integration to EC Infrastructure
- WP5: Furniture Data Spaces and Data Management
  - T5.1 Data modelling and management for reliable and trustworthy data exchange
  - T5.2 Smart contracting for trustworthy data exchange in the furniture domain
  - T5.3 Data Space Infrastructure for Furniture Domain
  - T5.4 Cross-sectorial Interoperability models and services
- WP6: Integrations, Piloting and Evaluations for a Safe and Sustainable Furniture
  - T6.1 System Integration and Deployment
  - T6.4 Impact Assessment and Improvement Suggestions
- WP7: Dissemination, Communication Exploitation and Impact creation
  - T7.1 Dissemination, communication and knowledge transfer activities
  - T7.2 Exploitation strategy, IPR management and compliance with regulatory and ethical guidelines
  - T7.3 Business models blueprint and policy recommendations to support new circular value chains
  - T7.4 Contribution to standardisation activities and societal actions
  - T7.5 Liaison with DPP Digital Europe projects and EU initiatives

#### **FITTER-EU:**

Contribute for the following workpackages of the project:

- WP1: Project coordination
  - T1.1 Project Management
  - T1.2 Risk & Quality Management
- WP2: Conceptual framework and methodology
  - T2.1 Just transition definition and research design
  - T2.2 Governing the twin transitions – actors, policies and tools
  - T2.3 FITTER expert group engagement strategy
  - T2.4 Engagement strategy for disadvantaged/vulnerable groups
- WP3: Scenarios, hazards and vulnerability mapping
  - T3.1 Mapping national baseline scenarios and associated vulnerabilities
  - T3.3 Mapping twin transition hazards and negative impacts
- WP4: Inequalities risk assessment and intersectional mitigation plans
  - T4.1 Scenario-based identification and analysis of inequality risks

- T4.2 Co-creating intersectional mitigation plans
- WP5: FITTER Digital Platform
  - T5.1 Platform co-design and co-creation
- WP6: Validation and demonstration
  - T6.3 Pilot testing: Case-studies
- WP7: Dissemination, communication and outreach
  - T7.1 Dissemination and Communication
  - T7.2 FITTER Cluster Community Group Engagement
  - T7.3 Better Practice Guides
  - T7.4 Exploitation, Uptake and Sustainability
  - T7.5 External Complementary Board Engagement

### MaaSAl:

Contribute for the following tasks of the project:

- WP1: MANAGE: Administrative and Technical Project Management for RP1
- WP2: MANAGE: Administrative and Technical Project Management for RP2
- WP3: MANAGE: Administrative and Technical Project Management for RP3
- WP4: EXPLORE: Industrial Scenarios and Requirements Analysis
- WP5: IDEATE: MaaSAl Framework Design
- WP6: CREATE: Cloud MaaS Marketplace and Supporting Components for Release 1
- WP7: CREATE: Cloud MaaS Marketplace and Supporting Components for Release 2
- WP8: CREATE: Data Integration, Storage and Secure Communication Infrastructure for Release 1
- WP9: CREATE: Data Integration, Storage and Secure Communication Infrastructure for Release 2
- WP10: CREATE: Digital Twins Designer, Analytics, Monitoring and Control for Release 1
- WP11: CREATE: Digital Twins Designer, Analytics, Monitoring and Control for Release 2
- WP14: EVALUATE: Integration, Piloting and Assessment for Piloting 1
- WP15: EVALUATE: Integration, Piloting and Assessment for Piloting 2
- WP16: IMPACT: Dissemination, Exploitation and Standardisation for RP1
- WP17: IMPACT: Dissemination, Exploitation and Standardisation for RP2
- WP18: IMPACT: Dissemination, Exploitation and Standardisation for RP3

Finally, the candidate will contribute to the sustainability and funding of UNINOVA, in particular within the research center where he operates, identifying funding opportunities and ensuring the proper preparation of proposals for scientific projects in the scope of the ongoing projects.

### Plano de Trabalhos:

Os trabalhos inserem-se no âmbito das atividades de investigação dos vários projetos, **AIDEAS – 101057294** – AI Driven industrial Equipment product life cycle boosting Agility, Sustainability and resilience; **AgileHand – 101092043** - Smart Grading, Handling and Packaging Solutions for Soft and Deformable Products in Agile and Reconfigurable Lines; **Cir4Fun – 101136734** – Expanding the European EHRxF to share and effectively use health data within the EHDS; **FITTER-EU – 101132546** – Tackling inequalities in the green and digital transitions; **MaaSAl – 101177368**

– Manufacturing as a Service: Technologies for customised, flexible, and decentralised production on demand. Nomeadamente:

**AIDEAS:**

Contribuir para as seguintes atividades do projeto:

- WP2: DESIGN: AIDEAS Framework Design:
  - T2.3 - Usage Viewpoint
- WP4: BUILD: AIDEAS 4 Industrial Equipment Manufacturing
  - T4.1 - AI for Materials and Components Procurement
  - T4.4 - Machine Passport: Manufacturing Data
  - T4.5 - Continuous Integration and Validation
- WP5: BUILD: AIDEAS 4 Industrial Equipment Use
  - T5.1 - AI for Industrial Equipment Initial Calibration
  - T5.6 - Continuous Integration and Validation
- WP6: BUILD: AIDEAS 4 Industrial Equipment Repair-Reuse-Recycle
  - T6.4 - Machine Passport: Repair-Reuse-Recycle Data
- WP7: VALUATE: Piloting and Demonstrating
  - T7.5 - Impact Assessment and KPI Validation of AIDEAS Solutions
  - T7.6 - Roadmap, Replicability and Lessons Learned

**AgileHand:**

Contribuir para as seguintes atividades do projeto:

- WP1: MANAGE: Administrative and Technical Project Management
- WP2: Lead Participant NEED: Industrial Scenarios and SSH Requirements Analysis
- WP3: DESIGN: AGILEHAND Architecture and Integration
- WP4: BUILD: Smart Sensing SUITE
- WP7: EVALUATE: Piloting and Demonstrating
- WP8: IMPACT: Dissemination, Exploitation and Standardisation.

**Cir4Fun:**

Contribuir para as seguintes atividades do projeto:

- WP1: Project Management
  - T1.1 Project Coordination and Management
  - T1.3 Quality, Risk Management and Contingency Plans
  - T1.4 Data Management and Governance, Societal and Ethical Issues
- WP2: Systematic Use-case Requirements Analysis and Specifications, and Cir4Fun Reference Architecture
  - T2.1 Furniture's Circular Economy Roadmap
  - T2.4 Cir4Fun Architecture Specifications
- WP4: Digital Product Passport for furniture
  - T4.1 DPP Adoption for Furniture

- T4.2 Furniture Lifecycle and Provenance Services
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  - T7.3 Business models blueprint and policy recommendations to support new circular value chains
  - T7.4 Contribution to standardisation activities and societal actions
  - T7.5 Liaison with DPP Digital Europe projects and EU initiatives.

#### **FITTER-EU:**

Contribuir para as seguintes atividades do projeto:

- WP1: Project coordination
  - T1.1 Project Management
  - T1.2 Risk & Quality Management
- WP2: Conceptual framework and methodology
  - T2.1 Just transition definition and research design
  - T2.2 Governing the twin transitions – actors, policies and tools
  - T2.3 FITTER expert group engagement strategy
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  - T7.2 FITTER Cluster Community Group Engagement

- T7.3 Better Practice Guides
- T7.4 Exploitation, Uptake and Sustainability
- T7.5 External Complementary Board Engagement

### **MaaS AI:**

Contribuir para as seguintes atividades do projeto:

- WP1: MANAGE: Administrative and Technical Project Management for RP1
- WP2: MANAGE: Administrative and Technical Project Management for RP2
- WP3: MANAGE: Administrative and Technical Project Management for RP3
- WP4: EXPLORE: Industrial Scenarios and Requirements Analysis
- WP5: IDEATE: MaaS AI Framework Design
- WP6: CREATE: Cloud MaaS Marketplace and Supporting Components for Release 1
- WP7: CREATE: Cloud MaaS Marketplace and Supporting Components for Release 2
- WP8: CREATE: Data Integration, Storage and Secure Communication Infrastructure for Release 1
- WP9: CREATE: Data Integration, Storage and Secure Communication Infrastructure for Release 2
- WP10: CREATE: Digital Twins Designer, Analytics, Monitoring and Control for Release 1
- WP11: CREATE: Digital Twins Designer, Analytics, Monitoring and Control for Release 2
- WP14: EVALUATE: Integration, Piloting and Assessment for Piloting 1
- WP15: EVALUATE: Integration, Piloting and Assessment for Piloting 2
- WP16: IMPACT: Dissemination, Exploitation and Standardisation for RP1
- WP17: IMPACT: Dissemination, Exploitation and Standardisation for RP2
- WP18: IMPACT: Dissemination, Exploitation and Standardisation for RP3

Por fim, o candidato deverá contribuir para a sustentabilidade e financiamento do UNINOVA, em particular do centro de investigação em que se insere, identificando oportunidades de financiamento e garantindo a adequada elaboração de propostas a projetos científicos na sequência os projetos em curso.

### **Members of the Jury:**

The jury has the following composition:

- President – Ricardo Luís Rosa Jardim Gonçalves
- Member nº 1 – João Francisco Alves Martins
- Member nº 2 – João Filipe dos Santos Sarraipa

### **Composição do Júri:**

O Júri será composto da seguinte forma:

- Presidente – Ricardo Luís Rosa Jardim Gonçalves
- Vogal nº 1 – João Francisco Alves Martins
- Vogal nº 2 – João Filipe dos Santos Sarraipa



**Start Date and Workplace:**

The contract under the Category of Senior Researcher is expected to start in December 2024 and will last only for the period necessary for the execution of the workplans described above, which is expected to last 13 months. The project will be developed at UNINOVA, at other facilities located at FCT / NOVA Campus and/or other necessary locations to its execution.

**Data de Início e Local de Trabalho:**

O contrato a termo certo na Categoria de Investigador Senior deverá ter início em dezembro de 2024 e durará apenas pelo período necessário à execução dos planos de trabalho descritos em cima, que se prevê ter uma duração de 13 meses. Os projetos serão desenvolvidos nas instalações do UNINOVA, noutras instalações situadas no Campus da FCT / NOVA e/ou noutras instalações eventualmente necessárias para a sua execução.

**Monthly fees:**

Gross monthly Remuneration will be determined according to the experience presented by the candidate.

**Valor da Remuneração Mensal:**

A remuneração mensal a atribuir será determinada de acordo com a experiência apresentada pelo candidato.

**Application process:**

The deadline for submitting applications is set at 8 working days after the publication of this call and the application documents (indicated below) should be sent, in PDF format, to the e-mails [recrutamento@uninova.pt](mailto:recrutamento@uninova.pt) and [c.pereira@uninova.pt](mailto:c.pereira@uninova.pt) indicating the reference of the position (mandatory):

- a) Motivation Letter in English;
- b) Detailed CV in English;
- c) Certificate of Qualifications

**NOTE:** The non-compliance with these requirements determines the immediate rejection of application. False statements provided by the candidates shall be punished by law.

**IMPORTANT NOTE:** In the event the degree was awarded by a foreigner higher institution, the degree must comply with the provisions of Decree-Law nº 341/2007, 12 October, and all formalities established there must be fulfilled by applications deadline. False statements provided by the candidates shall be punished by law. UNINOVA 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.

Pursuant to Decree-Law nr 29/2001 of 3rd 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.

**Processo de Candidatura:**

O prazo de submissão de candidaturas está fixado em 8 dias úteis após a publicação deste edital e os documentos a apresentar (abaixo indicados) deverão ser enviados, em formato PDF, para os seguintes e-mails: [recrutamento@uninova.pt](mailto:recrutamento@uninova.pt) e [c.pereira@uninova.pt](mailto:c.pereira@uninova.pt) indicando a referência do concurso (obrigatório):

- a) Carta de Motivação em Inglês;
- b) Curriculum Vitae detalhado em Inglês;
- c) Certificado de Habilitações

**NOTA:** A não conformidade com estes requisitos determinará a rejeição imediata da candidatura. Falsas declarações fornecidas pelos candidatos serão punidas por lei.

**NOTA IMPORTANTE:** Salientamos que os graus académicos obtidos em países estrangeiros necessitam de reconhecimento por uma Instituição Portuguesa de acordo com o Decreto-lei nº. 66/2018, de 16 de agosto e a Portaria nº. 33/2019, de 25 de janeiro. A apresentação do reconhecimento é obrigatória para a assinatura do contrato. Falsas declarações fornecidas pelos candidatos são punidas por lei. UNINOVA promove ativamente uma política de não discriminação e de igualdade de acesso pelo que nenhum candidato pode ser beneficiado, prejudicado ou privado de qualquer direito em razão, nomeadamente de ascendência, idade, sexo, deficiência, orientação sexual, doença crónica, nacionalidade, origem étnica ou raça, religião ou convicções políticas. De acordo com o Decreto-Lei nº 29/2001, de 3 de fevereiro, os candidatos com deficiência devem ser preferidos, numa situação de igual classificação, e essa preferência substitui quaisquer preferências legais. Os candidatos devem declarar, por sua honra, o respetivo grau de deficiência, o tipo de deficiência e os meios de comunicação / expressão a serem utilizados durante o processo de candidatura.

#### Evaluation Criteria:

- **Criterion A) – Curriculum Analysis (85%)** – The curriculum will be qualitatively analysed concerning its content and relevance for the tasks to be performed, namely:
  - a. executed and / or published scientific work, with special emphasis on areas related to the work plan (25%);
  - b. research experience and relevant knowledge in the techniques indicated in the candidate profile (60%).
- **Criterion B): - 15% - Motivation Letter:** Based on the motivation letter will be evaluated the following criteria:
  - a. Motivation and interest in activities to be performed (10%);
  - b. Command of the English and Portuguese language (5%).

If the Jury finds it essential, it may conduct an interview with the candidates to clarify the elements and evaluate the possible scientific frameworks in the project.

The jury shall deliberate by means of a roll-call vote based on the selection criteria. In the event of a tie, the decision will be the responsibility of the chairman of the jury.

After evaluation of all admitted applications, the jury will write a meeting minute with all process of recruitment, evaluation and selection including an ordered short list of approved candidates and their respective classification and final decision of the jury.

The final decision of the jury shall be validated by the Executive Commission, who is also in charge of deciding about the hiring.

#### Critérios de avaliação:

- **Critério A) – Análise de Currículo (85%)** – O currículo será qualitativamente analisado, no que diz respeito ao seu conteúdo e relevância para as tarefas a serem executadas, a saber:
  - a. trabalhos científicos executados e/ou publicados, com especial ênfase nas áreas relacionadas com o plano de trabalho (25%);
  - b. experiência de investigação e conhecimento das técnicas indicadas no perfil do candidato (60%).
- **Critério B) – 15% - Carta de Motivação:** Com base na carta de motivação será avaliada os seguintes critérios:
  - a. Motivação e interesse pelas atividades a serem realizadas (10%);
  - b. Domínio da língua inglesa e portuguesa (5%).

Caso o Júri achar essencial, poderá realizar uma entrevista com os candidatos para clarificação dos elementos e avaliação dos possíveis enquadramentos científicos no projeto.

O júri delibera por meio de votação nominal, com base nos critérios de seleção. Em caso de empate, a decisão será da responsabilidade do presidente do júri.

Após a avaliação de todas as candidaturas admitidas, o júri redigirá uma ata da reunião com a descrição de todo o processo de recrutamento, avaliação e seleção, incluindo a elaboração de uma lista ordenada dos candidatos aprovados com a respetiva classificação e decisão final do júri

A decisão final do júri será validada pela Comissão Executiva, que também é responsável pela decisão sobre a contratação.

**Form of advertising/notification of results:** The results of the evaluation are disclosed within 60 working days from the end of the application submission period, by notification of the candidates, made by email. The results will be also published on the UNINOVA website.

**Forma de publicitação/notificação dos resultados:** Os resultados da avaliação são divulgados no prazo de 60 dias úteis a contar do final do prazo de apresentação das candidaturas, essa notificação será efetuada através de e-mail para todos os candidatos inscritos. Os resultados também serão publicados no site da UNINOVA.

#### **Preliminary Hearing and Final Decision Deadline:**

After communicating the provisional list of the results of the evaluation, the candidates have a period of 10 working days to express their opinion during a prior hearing of interested parties, pursuant to articles 121 et seq. of the Code of Administrative Procedure.

The final decision will be rendered after the analysis of the statements presented during a prior hearing of interested parties. A complaint may be filed against the final decision within 15 working days, or, alternatively, an appeal may be filed within 30 working days, both counting from the respective notification.

#### **Audiência Preliminar e Prazo Final de Decisão:**

Após comunicação da lista provisória dos resultados da avaliação, os candidatos dispõem de um período de 10 dias úteis para, querendo, se pronunciarem em sede de audiência prévia de interessados, nos termos dos artigos 121<sup>o</sup> e seguintes do Código do Procedimento Administrativo.

A decisão final será proferida após a análise das pronúncias apresentadas em sede de audiência prévia de interessados. Da decisão final pode ser interposta reclamação no prazo de 15 dias úteis, ou, em alternativa, interposto recurso no prazo de 30 dias úteis, ambos contados a partir da respetiva notificação.

#### **Non-discrimination policy**

UNINOVA promotes actively 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.

Pursuant to Decree-Law nr 29/2001 of 3rd February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, 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

#### **Política de não discriminação**

A UNINOVA promove ativamente uma política de não discriminação e de igualdade de acesso, pelo que nenhum candidato(a) pode ser privilegiado(a), beneficiado(a), prejudicado(a) ou privado(a) de quaisquer direitos, ou ser isento/a de quaisquer deveres em razão da sua ascendência, idade, sexo, preferência sexual, estado civil, família e condições económicas, instrução, origem ou condições sociais, herança genética, capacidade de trabalho reduzida, deficiência, doença crónica, nacionalidade, origem étnica ou raça, território de origem, idioma, religião, convicções políticas ou ideológicas e filiação sindical.

Nos termos do Decreto-Lei n.º 29/2001, de 3 de fevereiro, os candidatos com deficiência são preferidos em situação de igualdade de classificação, prevalecendo a referida preferência sobre quaisquer preferências legais. Os candidatos devem declarar, por sua honra, o respetivo grau de deficiência, tipo de deficiência e meios de comunicação / expressão a utilizar durante o período de seleção no formulário de candidatura, nos termos do regulamento acima indicado.