

INSTITUTO NACIONAL DE INVESTIGAÇÃO AGRÁRIA E VETERINÁRIA, I. P.

- English -

Notice (excerpt) No. 23080/2025/2 published in the *Diário da República*, 2nd series, No. 180, September 18th

Deadline: 30/10/2025

Opening of an International External Recruitment Process for an Assistant Researcher Position in the Scientific Research Career within the Staff Framework of Instituto Nacional de Investigação Agrária e Veterinária (INIAV, I.P.), under the FCT-Tenure Programme – 1st Edition, reference 2023.12090.TENURE.023 - Assistant Researcher in Precision Livestock Farming

An international external recruitment process is open for the hiring of an Assistant Researcher for the scientific research career within the staff framework of the Instituto Nacional de Investigação Agrária e Veterinária (INIAV, I.P.), under the FCT-Tenure Programme – 1st Edition, with reference 2023.12090.TENURE.023.

The recruitment is intended for the scientific area of INIAV, I.P. Animal Production, in the specific domain of Precision Livestock Farming, for the Innovation Hub of Santarém, within the scope of the application to the FCT-Tenure Programme – 1st Edition, with reference 2023.12090.TENURE.023 - Assistant Researcher in Precision Livestock Farming.

The deadline for submitting applications is 30 working days, starting from the day following the publication of this Notice (excerpt) in the *Diário da República*.

The recruitment will be carried out under a Public Employment Contract of indefinite duration, in accordance with Law No. 55/2025, of 28 April, in its current version, which approves the Scientific Research Career Statute (*Estatuto da Carreira de Investigação Científica* - ECIC), in conjunction with the provisions of Law No. 35/2014, of 20 June – General Law on Public Employment (LTFP).

This recruitment process is opened within the scope of the FCT-Tenure Programme – 1st Edition, as provided for in the Call for Applications (AAC) with reference PRR No. 02/C06-i06/2024, under the support measure set out in Article 137 of the State Budget Law for 2024. This initiative aims to promote the recruitment of PhD holders exclusively for permanent positions, through integration into the scientific research career, in accordance with the Programme Contract signed between INIAV, I.P. and the entity responsible for implementing the FCT-Tenure Programme, ensuring compliance with the strategic objectives defined for the consolidation of the scientific research career.

The recruitment will be conducted in accordance with the ECIC and will follow the principles of equality, merit, and transparency, ensuring full compliance with articles no. 9 till no. 12th of Law No. 55/2025, of 28 April, as well as other applicable regulations governing recruitment in public administration.

Pursuant to Joint Order No. 373/2000, of 31 March, issued by the Minister for State Reform and Public Administration and the Minister for Equality, it is mandatory to include the following statement in recruitment and promotion procedures: “In compliance with point (h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, ensuring strict adherence to the principle of non-discrimination in any form.”

In this regard, terms such as ‘candidate’, ‘researcher’, and similar references are used in a gender-neutral manner throughout this notice. Likewise, no applicant may be privileged, favoured, disadvantaged, or deprived of any rights, nor exempt from any obligations, on the basis of—among others—ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, place of birth, language, religion, political or ideological beliefs, or trade union affiliation.

In accordance with Law No. 55/2025, of 28 April, as well as all other applicable legislation, the following provisions shall be observed:

1. Authorisation order

The launch of this recruitment process was authorised by the President of the Board of Directors of INIAV, I.P. in Deliberation (excerpt) No. 969/2025, published in the 2nd series of the *Diário da República* No. 143, of July 28th, point No. 2. This decision was issued following a proposal from the Scientific Council of INIAV, I.P., after confirming the availability of appropriate budgetary funds and verifying that the position now open for recruitment is included in the staff framework of INIAV, I.P. The position is designated for carrying out research activities, assigned to an Assistant Researcher in the scientific area mentioned above at INIAV, I.P.

2. Approval of the present call for applications

This call for applications was approved in accordance with Article 9, 10, 11 and 14 of the Law No. 55/2025, of 28 April by the selection committee during its meeting on September 9th, as recorded in the minutes duly approved in draft form.

3. Scientific area

- 3.1. The scientific area of INIAV, I.P. for this recruitment process is Animal Production, in the specific domain of Precision Livestock Farming.
- 3.2. This recruitment process is intended for the hiring of an Assistant Researcher by INIAV, I.P., under a Public Employment Contract for permanent position.

4. General and specific admission requirements

- 4.1. General Requirements – as defined in Article 17 of the LTFP, approved by Law No. 35/2014, of 20 June.
- 4.2. Specific Requirements – as defined in Article 9 of Law no. 55/2025, of 28 April namely:
 - 4.2.1. Hold a doctoral degree in the fields of Animal Science or Agricultural Sciences.

- 4.2.2. Alternatively, hold a doctoral degree in another scientific field, provided they have a relevant and appropriate scientific curriculum for the area and profile of the present recruitment process, namely in the field of Precision Livestock Farming;
- 4.2.3. Candidates holding a doctoral degree obtained from foreign higher education institutions must provide proof of its recognition in Portugal, in accordance with Decree-Law No. 66/2018 of 16 August, in its current wording;
- 4.2.4. Demonstrated proficiency, both spoken and written, in Portuguese and English.

5. Salary and working conditions

- 5.1. The remuneration corresponds to the level on the Single Remuneration Table equivalent to the salary previously associated with index 195 of the 1st step of the Assistant Researcher category. In addition to the basic salary, the employee is entitled to holiday, Christmas, and meal allowances, as well as any other supplementary benefits to which they may be entitled
- 5.2. The working conditions are governed by Article 15 of Law no. 55/2025, of 28 April, and by the regulatory provisions of INIAV, I.P., applicable to researchers employed by the institution.

6. Functional Content and Job Description

The functional content of the position to be filled is that set out in Articles 4 and 5 of Law No. 55/2025, of 28 April. The selected candidate will carry out research activities in the field of Precision Livestock Farming, focusing on the monitoring and optimisation of animal production systems. The role will include the development and application of technologies for real-time data collection and analysis concerning animal behaviour, feeding, health, and welfare, with the aim of improving production efficiency, environmental sustainability, and animal welfare.

Main responsibilities include:

- Contributing to the design and implementation of research projects in the field of Precision Livestock Farming;
- Implementing monitoring systems based on sensors, artificial intelligence, and machine learning;
- Supporting the design and development of experimental infrastructures for the study of animal behaviour and nutrition;
- Collaborating with internal and external multidisciplinary teams, including academic institutions and stakeholders from the animal production sector;
- Contributing to student training and to the transfer of knowledge and technology to the animal production sector.

7. Workplace, type of recruitment process, number of positions, and validity of the process

- 7.1. The workplace of the Assistant Researcher to be hired as a result of this competition will be at the Santarém Innovation Hub – Animal Production Systems Unit: Nutrition, Feeding and Product, without prejudice to the possibility of duties also being carried out at other INIAV, I.P. Innovation Hubs and during temporary assignments within Portugal or abroad.
- 7.2. This is an external, document-based recruitment process, which will consist of the assessment of the candidates' *Curriculum Vitae* and scientific merit in the various aspects that comprise the set of duties to be performed, in accordance with Article 9 of the ECIC.
- 7.3. The number of positions available is 1 (one).
- 7.4. The validity of the recruitment process extends until the selected candidate has been formally hired by INIAV, I.P. under a public employment contract.

8. Selection Committee

- 8.1. The Selection Committee for this recruitment process will be chaired by Olga Mafalda Salvador Conde Moreira, Principal Investigator, Instituto Nacional de Investigação Agrária e Veterinária, I.P.
- 8.2. The committee members will include:
 - Eleni Tsiplakou, Full Professor. Department of Nutritional Physiology and Feeding from the Agricultural University of Athens.
 - Luís Alcino Pinto Monteiro da Conceição, Coordinating Professor from Instituto Politécnico de Portalegre
 - Pedro Alexandre de Sousa Gonçalves, Coordinating Professor from Universidade de Aveiro;
 - Vasco Manuel Fitas da Cruz, Associated Professor from Universidade de Évora;
 - Noémia do Céu Machado Farinha, Coordinating Professor from Instituto Politécnico de Portalegre (alternate).

9. Notification of the Lists of Admitted and Non-Admitted Candidates and Final Ranking

The list of admitted and non-admitted candidates, as well as the final ranking list, will be published on the INIAV website, and candidates will be notified by email, as also stated in point 11.3.

10. Application for admission to the recruitment process and submission procedure

- 10.1. The application form to this recruitment process, duly completed with all required documents, must be addressed to the Chair of the Board of Directors of INIAV, I.P., within 30 working days from the day following the publication of this notice (extract) in the Diário da República.
- 10.2. Applications must be submitted within the deadline indicated in point 10.1, by email to the following address: concursos.externos@iniav.pt, and must include the reference of the notice published in the Diário da República.
- 10.3. The application process must include:
 - 10.3.1. Application Form (Formulário de Candidatura a Procedimento Concursal) and the Consent and Confidentiality Declaration (Declaração de

consentimento e de confidencialidade) regarding the processing of personal data, available on the recruitment procedures page of the INIAV website: www.inia.pt/procedimentos-concursais-e-de-mobilidade

- 10.3.2. Declaration on honour, according to the template annexed to this notice;
- 10.3.3. *Curriculum Vitae*, in electronic format (PDF), properly structured to allow quick and clear identification of the candidate's contributions as set out in point 12.4. It must include:
 - 10.3.3.1. Identification of the Researcher ID and/or Scopus Author ID and/or Ciência ID and/or ORCID, with information on publications, number of citations, and h-index, according to the Clarivate Analytics Web of Science (or equivalent) database
 - 10.3.3.2. Description of research activities, professional experience and training, community service, technology transfer, scientific supervision, and management, considered relevant to the duties of Auxiliary Researcher, in accordance with Articles 4 and 5 of Law No. 55/2025 and the criteria set out in point 12.4.
 - 10.3.3.3. Identification of three (3) scientific works considered most representative, with a brief justification of their relevance and the candidate's individual contribution, pursuant to paragraph 4 of Article 9 of Law no. 55/2025.
 - 10.3.3.4. Any training activities listed must specify the number of hours attended; otherwise, they will not be considered for evaluation purposes.
 - 10.3.3.5. Electronic versions of the scientific articles published in international journals mentioned in the *Curriculum Vitae*, along with other works the candidate considers relevant for assessment by the jury.
 - 10.3.3.6. All documents must be submitted in Portuguese or preferably in English, considering the international composition of the jury for this recruitment process.
- 10.3.4. Copies of the works mentioned in the *Curriculum Vitae* must be submitted in electronic format via active link(s) that ensure universal access without authentication, registration, or permissions, and must remain accessible from the time of submission until the closure of the procedure. It is the candidate's responsibility to ensure the correct functioning and continuous accessibility of the link(s) provided.

11. Grounds for Non-Admission of Candidates

- 11.1. Candidates who fail to submit all required documents by the deadline specified in point 10.1, or who, having submitted them, fail to prove compliance with the general and specific admission requirements outlined in point 4 of this notice, will be automatically excluded from the recruitment process.

- 11.2. Candidates who incorrectly formalise their application and/or fail to submit a properly structured *Curriculum Vitae*, as per point 10.3.3 and the subpoints in point 12.4, allowing for the clear and rapid identification of their contributions and compliance with the requirements set out in the recruitment process notice, will be excluded.
- 11.3. The list of admitted and non-admitted candidates will be published on the INIAV website, with individual notification by email and a request for read receipt.
- 11.4. Candidates shall be entitled to a prior hearing and will be given a period of ten (10) days to submit their comments.
- 11.5. Candidates shall also be excluded from the recruitment process, even if approved and ranked in a position on the final unified ranking list that would allow them to fill the advertised post, if, when requested to submit documents proving that they meet the legal requirements for establishing a permanent public employment relationship with INIAV, I.P., they fail to do so without justification within the set deadline, or if the submitted documents are found to be inadequate, false, or invalid.
- 11.6. If a candidate is excluded based on the reason stated in the previous point, the candidate immediately following on the final unified ranking list will be asked to submit documentation proving that they meet the legal requirements for establishing a permanent public employment relationship with INIAV, I.P.

12. Rules governing the selection committee

- 12.1. The Selection Committee will operate in accordance with the rules established in the Law no. 55/2025, from April 28th, in its current version.
- 12.2. In its first meeting, the Selection Committee will approve this opening notice, as recorded in the minutes of the meeting.
- 12.3. In its second meeting, the Selection Committee will verify compliance with the admission requirements as set out in points 4 and 10 of this notice. Based on this analysis, the Selection Committee will draw up the list of admitted and non-admitted candidates, providing a reasoned decision and initiating the prior hearing procedure, in accordance with the law.
- 12.4. In its third meeting, the Selection Committee will decide on the approval of candidates in terms of absolute merit and proceed with the evaluation of relative merit.
- 12.4.1. A negative vote on the approval of absolute merit must be justified based on one or more of the following circumstances:
- 12.4.1.1. That the *Curriculum Vitae* and supporting documents submitted by the candidates, although accepted during the admissibility phase, do not clearly, sufficiently, and structurally demonstrate the relevance of their academic and professional background to the performance of the duties of Assistant Researcher, in view of the requirements set out in point 4.2 and the formal obligations outlined in point 10.3.3, including the respective supporting evidence;
- 12.4.1.2. That the list of three (3) works considered by the candidate to be most representative, particularly in terms of their contribution to the development and advancement of the scientific field for which the

notice is open, fails to demonstrate that the candidate possesses the necessary capacity to perform, at a minimally adequate level, the duties of Assistant Researcher in the scientific area of the recruitment process; and/or;

12.4.1.3. The candidate has not published at least three (3) scientific papers in journals ranked in Q1 or Q2 (Clarivate Analytics Web of Science or Scopus), relevant to the field of the recruitment process.

12.4.2. Once the candidates approved in absolute merit have been definitively identified, based on the provisions of the previous point, the jury shall proceed to the evaluation of the **relative merit** of these candidates. In establishing the ranking, the parameters identified and listed in the following points for each assessment component may be considered, weighted against the preferential parameters indicated in point 12.5.

12.4.2.1. **The QUALITY OF SCIENTIFIC AND TECHNICAL WORK (QTC)** of the candidates in the area of the recruitment process, with a weighting factor of 40%, considering the sum of the following items:

12.4.2.1.1. **Scientific publications** - Parameter that considers books, book chapters, articles in scientific journals, and conference proceedings authored or co-authored by the candidate.

12.4.2.1.2. **Coordination and participation in research and development projects** - this parameter assesses the candidate's involvement in and coordination of research and development projects, which were competitively funded.

12.4.2.1.3. **Promotion of scientific activity and networks** - this parameter assesses the candidate's ability to coordinate/lead research teams, as well as its participation in advanced training networks, in collaboration with national and international institutions.

12.4.2.1.4. **Recognition by the scientific community** - Parameter that includes scientific awards, editorial activities in scientific journals, participation in organising or scientific committees of scientific conferences, as well as invited lectures at national and international technical-scientific events.

12.4.2.2. **PROFESSIONAL EXPERIENCE AND TRAINING** in the area of the recruitment process, with a weighting factor of 30%, considering the sum of the following items:

12.4.2.2.1. **Professional experience** – The level and relevance of the candidate's professional experience to the performance of duties as an Assistant Researcher in the scientific area of the recruitment notice, particularly in the parameters and/or topics considered preferential, as well as its significance for the development of this scientific area at INIAV, I.P. These aspects must be clearly presented and evidenced in the *Curriculum Vitae*.

12.4.2.2.2. **Professional training** – The level of the candidate's professional qualifications for the performance of duties as an Assistant Researcher in the domain of the recruitment process, particularly in the parameters and/or topics considered preferential, as well as their relevance to the development of this scientific area at INIAV, I.P. These aspects must be clearly presented and evidenced in the *Curriculum Vitae*.

12.4.2.3. **CONTRIBUTIONS TO SCIENTIFIC SUPERVISION in the area of the** recruitment process, with a weighting factor of 10%, considering the supervision and guidance of students, interns, and research fellows, as well as participation in professional training activities.

12.4.2.4. **PARTICIPATION IN MANAGEMENT BODIES** in the area of the recruitment process, with a weighting factor of 5%, considering the activities developed in scientific and technological management bodies.

12.4.2.5. **SERVICE TO THE COMMUNITY AND TECHNOLOGY TRANSFER** in the area of the recruitment process, with a weighting factor of 20%, considering the sum of the following items:

12.4.2.5.1. **Training activities** – this parameter considers the coordination and/or teaching in academic courses and professional training directed to companies and the public sector.

12.4.2.5.2. **Industrial and intellectual property** – Including authorship and co-authorship of patents, utility models, and industrial designs, considering their nature, territorial scope, technological level, and achieved results.

12.4.2.5.3. **Scientific and technological publications** - Parameter that considers legislation, technical standards, and articles published in technical and scientific outreach journals.

12.4.2.5.4. **Other activities providing relevant services to the community in the technical-scientific field** - Provision of services and consultancy aligned with the institutional mission; design, planning, and production of scientific outputs; services to the scientific community and to society.

12.5. **Preferential parameters**

- Preference will be given to recently graduated PhD candidates with high scientific potential and the ability to conduct independent research, who intend to begin their careers as Assistant Researchers;
- The Curriculum Vitae must demonstrate a relevant scientific track record compatible with the field of the competition, with particular emphasis given to the scientific output produced over the last five (5) years.
- Particular value will be placed on experience in Precision Livestock Farming, understood as a technological approach that enables individual and continuous

management of animals, based on automated, real-time monitoring of parameters such as behaviour, feeding, health, reproduction, welfare, and environmental impact. The aim of this approach is to improve production efficiency, animal health, and the sustainability of livestock systems. Relevant technologies in this field include remote sensors, wearable devices (accelerometers, smart collars, RFID/EID tags), thermal and video cameras, automatic milking and feeding systems, as well as artificial intelligence algorithms (machine learning and deep learning) applied to the detection of oestrus, calving, diseases, feed intake, or greenhouse gas emissions.

- 12.6. In the evaluation of the candidates' relative merit, the parameters listed in point 12.4.2 of this notice will be taken into consideration.

12.7. Voting procedure for the final ranking of candidates:

- 12.7.1. Pre-Voting Procedures: During the meeting, before voting begins, each Selection Committee member must present a written document detailing their ranking of the candidates, based on the approved parameters and criteria. This document will be attached to the meeting minutes.
- 12.7.2. In all voting rounds, each Selection Committee member must adhere to the ranking presented in their written document. Abstentions are not allowed.
- 12.7.3. The first voting round determines the candidate to be placed in first position.
- 12.7.4. Majority rule: If a candidate receives more than half of the votes, they are placed in first position. If no candidate achieves a majority, a new voting round is conducted excluding the least-voted candidate from the previous round.
- 12.7.5. If two or more candidates are tied for the least-voted position, while at least one other candidate is not in that position, a run-off vote is held among the tied candidates. If the tie persists, the Chair of the Selection Committee decides which candidate is eliminated.
- 12.7.6. If all the candidates are tied in the first vote, the vote is repeated after a period of discussion between the Selection Committee members. If the tie persists, the Chair of the Selection Committee decides which candidate is eliminated.
- 12.7.7. The voting process repeats until a candidate secures more than half of the votes for first place. Once the first-ranked candidate is determined, the process is repeated to determine the second place, and so forth, until a final ranked list of all candidates is established.
- 12.7.8. The Selection Committee reserves the right to request additional supporting documents from candidates in case of doubt. This includes documents in a foreign language other than English or Portuguese, which must be translated into Portuguese or English and certified by the competent authorities.

13. This recruitment process has been prepared by the Selection Committee and will be available on INIAV website (<https://www.iniaiv.pt/procedimentos-concursais-e-de-mobilidade>), Public Employment Exchange – BEP (www.bep.gov.pt), and EURAXESS portal (<https://euraxess.ec.europa.eu/>). This notice will be published on these platforms following its official publication in the *Diário da República*.

ANNEX

To whom it may concern

I, [Full Name], candidate for the recruitment process for a position of Assistant Researcher in the staff structure of Instituto Nacional de Investigação Agrária e Veterinária, I. P. (INIAV, I. P.), hereby declare, **under oath**, that I meet all the eligibility requirements for this recruitment process as set forth by the Scientific Research Career Statute (*Estatuto da Carreira de Investigação Científica – ECIC*), Law No. 55/2025, of 28 April, as well as in this notice.

I attest that do not hold a permanent employment relationship in the careers of Scientific Research, University Lecturer, or Polytechnic Higher Education Lecturer, and/or an open-ended contract in national institutions not covered by Career Statutes. Additionally, I have provided documentary proof that I have benefited from a fixed-term contract or a grant, as a PhD holder, in an institution within the National Science and Technology System, prior to the publication date of the respective notice.

I fully understand that providing false statements will result in my exclusion from this recruitment process, without prejudice to the submission of the case to the competent authorities for criminal proceedings.

I also acknowledge that, if I am placed in an eligible position for hiring in the final approved ranking of this recruitment process, I will have a non-extendable period of 10 working days, counted from the notification of the final ranking, to submit to the Human Resources Department of INIAV, I.P. (*Departamento de Recursos Humanos do INIAV, I.P.*), the supporting documents proving that I meet the legal conditions required to establish a permanent public employment contract with INIAV, I.P.

Furthermore, I understand that failure to submit the required supporting documents mentioned in the previous paragraph, for reasons attributable to me, will result in my exclusion from this recruitment process.

... (location), ... (date), ... (signature)