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1 Research Fellowship for PhD Students

Applications are invited for 1 research fellowship at the Portucalense Infante D. Henrique University (UPT) for PhD Students, within the framework of the activities carried out by the R&D Unit No 5105 - Research in Economics, Management and Information Technologies (REMIT), under the Program-Contract UIDP/05105/2020, funded by the Portuguese Foundation for Science and Technology, I.P. (FCT), according to the following terms:

Scientific area: Business Science

Admission requirements

The applicants must meet both of the following admission requirements:

- a) Enrolment, or to be eligible to enroll, in a PhD programme in Business Science or a related area (to be proven at the contract stage).
- b) MSc degree in Marketing or related area. Applicants holding an MSc degree awarded by a foreign higher education institution must abide by the provisions of the Decree-Law No 66/2018 of 16 August, and ensure full compliance before signing the contract. For more on this specific topic, please check the DGES webpage at: <https://www.dges.gov.pt/en>.

Preferred requirements

Ideally, the applicants should be in an intermediate stage of developing their PhD thesis.

Preference is also given to applicants who are enrolled or intend to enrol in the PhD programme in Business Science at UPT, and whose PhD thesis subject is related to the challenge faced by companies in the context of sustainability and digital transition.

Applicant eligibility

The applicants must comply with the eligibility criteria set out in article 9 of the Regulation for Research Grants of the Portuguese Foundation for Science and Technology.



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Work plan

REMIT is featured by the multidisciplinary and interdisciplinary nature of its research, seeking to respond to societal challenges through a holistic approach, which involves a wide range of scientific areas (Economics, Management, Information Technologies, Tourism, Heritage, and Culture). The fellowship holder will take part in REMIT's "Territories and Organizations for Sustainable Development" research group, in order to carry out the following tasks:

- Development of a research plan to obtain a PhD degree, under the R&D Unit's strategic goals, notably in terms of the research activity conducted by the group "Territories and Organizations for Sustainable Development".
- Contribution to top-quality journal and conference publications within the scope of their field of research.
- Engaging in the organization of REMIT scientific events falling within their field of research.
- Fostering partnership networks deemed relevant to the R&D Unit within their work of research.

Applicable legislation and regulation

Law No 40/2004 of 18 August, in its current wording - Research Fellow Statute (EBI) and the Regulation in force for Research Studentships and Fellowships (RBI) of the Portuguese Foundation for Science and Technology (FCT):

<https://www.fct.pt/en/financiamento/programas-de-financiamento/bolsas>.

Workplace

The research fellow will be working at the premises of UPT, under the scientific coordination of a supervisor, to be appointed according to the scope of the research work carried out.

Fellowship duration

This fellowship post will be offered on a 6-month contract, possibly renewed, predictably starting in July 2024, and carried out on an exclusive basis.



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The fellowship cannot be granted, according to article 6, paragraph 3, of the FCT RBI, if the timescale required for the contract procedure does not allow a minimum 3-consecutive month contract. Contract renewal, if any, will comply with Article 6 of the FCT RBI.

Stipend

Monthly stipend amount of €1259,64, in accordance with FCT stipend values for studentships and fellowships carried out in Portugal (<https://www.fct.pt/en/financiamento/programas-de-financiamento/bolsas>). The payments are made by UPT via bank transfer.

The fellowship will also cover the voluntary social insurance payments, corresponding to the class 1 rate (if the scholarship has a duration equal to or greater than 6 months) provided that the candidate chooses this regime, as well as personal accident insurance.

Selection procedure

The selection methods will consist of a Curricular Assessment (AC) and an interview (ES).

The **Curricular Assessment (AC)** compasses the aspects mentioned below, scored on a scale from 0 to 20 points, and is calculated as follows:

$$AC = (AC1 * 0,3) + (AC2 * 0,3) + (AC3 * 0,3) + (AC4 * 0,2)$$

AC1 – Applicant’s PhD programme and progress level of the study plan: PhD Programme in Business Science at UPT, intermediate level (20 points); PhD Programme in Business Science at UPT, entry level (16 points); PhD Programme in Business Science at another higher education institution, intermediate level (12 points); PhD Programme in Business Science at another higher education institution, entry level (9 values); PhD programme in related areas, intermediate level (5 points); PhD programme in related areas, entry-level (0 points).

AC2 – MSc degree in Marketing or related area (up to 20 points, depending on the MSc grade).

AC3 – Adequacy of the PhD thesis subject to the research activities conducted by the “Territories and Organizations for Sustainable Development” group of REMIT.

AC4 – Diversity and quality of scientific indicators, including articles and presentations in peer-reviewed scientific events, published in journals or proceedings in the specific area of this



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call, which prove relevant to the research activities carried out by the “Territories and Organizations for Sustainable Development” group of REMIT.

The 3 top-scoring applicants in the curricular assessment will be invited for an **interview (ES)**, to take place remotely or in person, provided that the AC scores are higher than 14 points. The interview is aimed at evaluating the applicant according to the criteria below and is calculated as follows:

$$ES = (ES1 * 0,5) + (ES2 * 0,25) + (ES3 * 0,25)$$

ES1 – Knowledge and motivation to pursue the work plan

Excellent level of knowledge and motivation - from 16 to 20 points

Adequate level of knowledge and motivation - from 10 to 15 points

Lack or insufficient level of knowledge or motivation - from 0 to 9 points

ES2 – Soft skills (time management, problem-solving, critical thinking, teamwork, proactivity)

Highly proficient – from 16 to 20 points

Competent - from 10 to 15 points

Insufficient proficiency - from 0 to 9 points

ES3 – Communication skills and proficiency in English

Highly proficient – from 16 to 20 points

Competent - from 10 to 15 points

Insufficient proficiency - from 0 to 9 points

The **Final Score (AF)** is given by the weighted average of the classification obtained in each of the selection methods, in which the Curriculum Assessment (AC) has a 70% weight and the Interview (ES) 30%. If the minimum score of 14 points is not achieved by any of the applicants, the fellowship will not be awarded.

Selection panel composition

The selection panel is composed of the following Professors at UPT:

Chair of the panel — Professor António Jorge da Costa Leite

Panel member — Professor Luís Miguel da Mata Artur Dias Pacheco

Panel member — Professor João Manuel da Silva Carvalho



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Deputy member — Professor Sónia Cristina Rolland de Lima Sobral

Deputy member — Professor Sílvia Maria Pereira da Silva Faria

Notification of results

The applicants will receive notification of the evaluation results by email, at the email address provided in the application submission, within a maximum of 90 working days, by article 12 of the FCT RBI. This notification will include, in addition to the applicant ranking list, the minutes of the selection panel meetings. If the selected candidate withdraws, the fellowship will be granted to the next highest-scoring applicant on the ranking list, provided that the minimum required score is attained.

Deadlines and procedures for pre-hearing, complaint, and appeal

After notification of the provisional evaluation results, applicants have a 10-working day pre-hearing period to argue against, pursuant to Article 121 et seq. of the Portuguese Code of Administrative Procedure. After the selection panel examines the cases presented in the pre-hearing of interested parties, the applicants will be notified of the final decision. In case of disagreement with the final decision, the applicants may lodge a complaint within 15 working days from the final decision notification or an appeal to the UPT Rectory within 30 working days from said notification.

Deadline and application submission

The call is open from **20/05/2024 to 04/06/2024** (until 11.59 pm, Lisbon time).

The applicant must submit the application by email to gai@upt.pt, adding the call reference **20241.REMIT.BI** to the email subject line and attaching the following documents in Portable Document Format (.pdf):

- Motivation letter, identifying the PhD programme and the number of years of study completed under the programme, as well as the institution that awards the PhD degree;



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- MSc degree certificate or, alternatively, a declaration of honour by the applicant confirming the completion of the BSc or MSc degree by the end of the application deadline, specifying the final grade and the higher education institution awarding the degree;
- Detailed curriculum vitae;
- Research plan addressing:
 - i. The target area of research for the work development of the PhD dissertation;
 - ii. The theoretical framework of the topics to be developed within the scope of the PhD dissertation;
 - iii. Identification, explanation, and justification of the main work methodologies to be developed in the work leading to the PhD dissertation.
 - iv. The research plan should have the following structure: Title (a maximum of 20 words), Abstract (a maximum of 200 words), Keywords (a maximum of 5 words), State-of-the-art knowledge in the area of research (a maximum of 600 words), Objectives (a maximum of 300 words), Detailed description of the project to be pursued (a maximum of 900 words), and Bibliographic references (a maximum 25 references).

Privacy Policy

UPT is the data Controller regarding all personal data processing carried out in this selection procedure, under Regulation (EU) 2016/679 (General Regulation on Data Protection).

The personal data processed within the scope of this call is only intended for the aforementioned selection process and will be used by UPT to assess eligibility for the applied role in accordance with the applicable legal requirements and the procedure's selection criteria. The applicant's refusal to consent to the personal data processing will prevent UPT from verifying whether the application meets the minimum requirements and, therefore, will render the application invalid.

The personal data can legitimately be transmitted to third parties whenever necessary to fulfill UPT's legal obligations and comply with the funding scheme requirements regarding this procedure.

The data will be retained for a legally defined period of five years.



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The Data Subject has the right to object to the data collection and processing, as well as to verify, update, rectify, erase, or limit the use of the collected data. The exercise of these rights is excluded when personal data is used to safeguard the public interest, namely in cases of detection and prevention of criminal offenses, or when subject to professional secrecy.

The Data Subject has also the right to access and data portability.

In order to exercise such rights, the Data Subject shall contact UPT via the e-mail address rgpd@up.pt. In all instances, the Data Subject has the right to contact and lodge a complaint to the National Data Protection Commission.

Non-discrimination and equal access policy

UPT is actively committed to promoting a non-discrimination and equal access policy, wherefore no applicant can be privileged, benefited, impaired, or deprived of any rights whatsoever, or be exempted from any duties based on their ancestry, age, sex, sexual orientation, marital status, family and economic conditions, education, origin or social status, genetic heritage, reduced work capacity, disability, chronicle illness, nationality, ethnic origin or race, national origin, language, religion, political or ideological belief and union affiliation.

Contacts

Any inquiries related to this call can be addressed to gai@upt.pt.

Additional information

This call opening notice is available on the UPT [website](#) and the EURAXESS portal in both Portuguese and English version. In the case of conflicting meanings between the two language versions, the Portuguese version prevails.

The templates of the fellowship contract and fellowship final report, including evaluation criteria, are available on the UPT website.