PUBLIC NOTICE

INTERNATIONAL CALL FOR APPLICATIONS FOR THE SELECTION AND RECRUITMENT OF PHD CANDIDATES IN PURSUANCE OF ARTICLE 23 OF DECREE-LAW No. 57/2016, OF AUGUST 29th , WITH THE AMENDMENTS LAID DOWN BY LAW No. 57/2017, OF JULY 19th , AND COMPLEMENTARY LEGISLATION

1. In the light of the favourable opinion of the Scientific Council of the *Faculdade de Ciências* (Science Faculty) of the *Universidade de Lisboa* (University of Lisbon), hereinafter also "the Faculty" or "FCUL", as deliberated and approved during the procedures held on 25th July of 2018, and supported by the Rector decision, dated 7th of August 2018, notice is hereby given of the opening of an international selection procedure to recruit **29 PhD degree holders** to fill **29 PhD degree level positions**, to carry out research activities in the scientific domain of **Mathematical Sciences, Chemical Sciences and Sciences and Physical Engineering**, under the framework of an employment contract in public functions, for a fixed term period of three years, to develop projects according to the scientific areas and specific requirements listed below:

POSITION 2433
Scientific Area: Algebra, Combinatorics and Mathematical Logics
Required PhD Degree: Physics
Specific Requirements: Combinatorial Hopf algebras arising in group representation theory; Hopf algebras appearing in the supercharacter theory of finite unipotent groups, and relations with the combinatorics of set partitions.

POSITION 2434
Scientific Area: Algebra, Combinatorics and Mathematical Logics
Required PhD Degree: Mathematics
Specific Requirements: Theory of polynomials, Weyl-like algebras and Riordan arrays; algebraic, geometric and combinatorial aspects of polynomials associated with operators in non-commutative variables acting on function spaces.

POSITION 2435
Scientific Area: Algebra, Combinatorics and Mathematical Logics
Required PhD Degree: Mathematics
Specific Requirements: Representation theory of finite dimensional algebras, cluster-tilting theory and cluster combinatorics. Generalisation and development of techniques used in cluster-tilting theory for the study of Calabi-Yau triangulated categories and of algebras associated with Riemann surfaces.

POSITION 2436
Scientific Area: Astronomy and Astrophysics
Required PhD Degree: Astronomy and Astrophysics

Specific Requirements: Astroinformatics, astrostatistics, astrometry and astrometric missions. Design and implementation of raw data processing of extended sources for astrometric missions (Gaia). Analysis of non-point sources from Astrometry (e.g. galaxies, lensed quasars). Design of new concepts for future astrometric missions.

POSITION 2437
Scientific Area: Condensed Matter Physics and Nanotechnology
Required PhD Degree: Physics
Specific Requirements: Theoretical condensed matter physics and nanotechnology; soft matter; particle-based simulations to obtain theoretical insight and evaluate the role of spatial correlations on cell assisted aggregation; dynamics of aggregation and aging of functionalized colloids.

POSITION 2438
Scientific Area: Condensed Matter Physics and Nanotechnology
Required PhD Degree: Physics
Specific Requirements: Theoretical profile in soft matter; simulation based on continuous modelling of complex fluids; coloid aggregation in complex fluids; coloid aggregation induced by structured surfaces; microfluidics.

POSITION 2439
Scientific Area: Macromolecular and Materials Chemistry
Required PhD Degree: Chemistry (Technological Chemistry)
Specific Requirements: Experimental profile in Porous carbon materials synthesis from biomass (cork & sisal) and sugar for water treatment & energy; porous materials characterization in particular by adsorption of N2 & CO2; fundamental & applied studies; innovation and technology transfer processes in chemistry.

POSITION 2440
Scientific Area: Theoretical and Computational Chemistry
Required PhD Degree: Biochemistry
Specific Requirements: Theoretical profile in Molecular modelling and simulation of membranes, proteins and peptides especially in view of the development of new innovative compounds with therapeutic application.

POSITION 2441
Scientific Area: Chemistry-Physics / Theoretical and Computational Chemistry
Required PhD Degree: Chemistry (Physical Chemistry)
Specific Requirements: Characterization of solutions and organic crystalline materials using experimental (DSC, TG, solution calorimetry, Calvet Microcalorimetry) and theoretical methods (molecular dynamics); instrumentation development; software development to analyse molecular dynamic simulations results.

POSITION 2442
Scientific Area: Macromolecular and Materials Chemistry
Required PhD Degree: Chemical Engineering
Specific Requirements: Functional antifouling polymeric materials and microsystems for bio-decontamination and pollutants remediation, surfaces and fluids treatment; innovation and transfer processes of chemical processes.

POSITION 2443
Scientific Area: Inorganic Chemistry
Required PhD Degree: Chemistry (Inorganic Chemistry)
Specific Requirements: Experimental profile in Synthesis of Mo(II) organometallic complexes, mesoporous, lamellar, chiral and/or helicoidal materials, imidazolium salts and ionic liquids; enantioselective homogeneous and heterogeneous catalysis; characterization techniques such as IR, NMR, powder X-ray diffraction, N2 adsorption isotherms and GC-MS.

POSITION 2444
Scientific Area: Macromolecular and Materials Chemistry
Required PhD Degree: Chemistry
Specific Requirements: Experimental profile in Synthesis and characterization of adsorbents materials. Adsorbent nanoporous materials from solid residues and by-product of the biodiesel production. Adsorbent materials and water removal contaminants (pharmaceutical compounds).

POSITION 2445
Scientific Area: Macromolecular and Materials Chemistry
Required PhD Degree: Chemistry
Specific Requirements: Electronic structure methods applied to the analysis of inorganic reaction mechanisms in catalytic and stoichiometric transformations with emphasis on the chemistry of the transition elements, i.e. the d- and f- blocks. Electronic structure of highly correlated (magnetic) systems using density functional and wavefunction methods.

POSITION 2446
Scientific Area: Analytical Chemistry
Required PhD Degree: Chemistry (Analytical Chemistry)
Specific Requirements: Instrumental analysis (GC-MS, HPLC and CE), sorptive microextraction techniques (SPE, SPME, BAμE and SBSE) and analytical methods validation for environmental, biological, food and pharmaceutical matrices.

POSITION 2447
Scientific Area: Theoretical and Computational Chemistry
Required PhD Degree: Chemistry (Physical Chemistry)
Specific Requirements: Theoretical profile in Structural, electronic and dynamic properties of water under conditions of metastability, confinement and in solution, in particular next to hydrophobic and ionic species, relevant to chemical and biological processes, through classical and ab initio molecular dynamics methods.

POSITION 2448
Scientific Area: Inorganic Chemistry
Required PhD Degree: Chemistry
Specific Requirements: Experimental profile in Synthesis and characterisation of coordination compounds, device and nanomaterials fabrication applied to spin transition and molecular magnetism; characterisation of dia- and paramagnetic compounds (EPR, SQUID, NMR and Raman) and nanomaterials (SEM, TEM and DLS).

POSITION 2449
Scientific Area: Macromolecular and Materials Chemistry
Required PhD Degree: Chemistry
Specific Requirements: Synthesis and characterization of coordination complexes and polymers and MOFs. New methods for catalytic reduction/oxidation of organic compounds. Skills in air-

free techniques, IR and NMR spectroscopy, ESI-MS, ESI-MS/MS and TGA, chromatography (gas and high-performance liquid chromatography, cyclic voltammetry and controlled potential electrolysis.

POSITION 2450
Scientific Area: Macromolecular and Materials Chemistry
Required PhD Degree: Chemistry (Physical Chemistry)
Specific Requirements: Experimental profile in Materials synthesis/modification including semiconducting nanoparticles, conducting polymer films and composites, for application in (photo)(electro)catalysis and environmental remediation; deep eutectic solvents use; electrochemical techniques and QCM, XRD, DRS, fluorometry, AFM and SEM/TEM.

POSITION 2451
Scientific Area: Biochemistry / Analytical Chemistry
Required PhD Degree: Pharmaceutical Sciences
Specific Requirements: Experimental profile in Mass spectrometry of biomolecules (peptides, proteins and large protein complexes in native state) and small molecules (GC-MS and LC-MS); techniques of FTICR, QTOF, MALDI-TOFTOF; molecular probes for mass spectrometry. Experience in ISO9001 and SOPs.

POSITION 2452
Scientific Area: Technological Chemistry
Required PhD Degree: Chemistry (Technological Chemistry)
Specific Requirements: Thermodynamics and transport processes; Fluid Phase Equilibria (experiments in vapour-liquid equilibria); systems and instrument development; application of molecular models; analytical determination of composition.

POSITION 2453
Scientific Area: Analytical Chemistry
Required PhD Degree: Chemistry (Analytical Chemistry)
Specific Requirements: Metrology and Examinology in Chemistry; Detailed, frequentist and Bayesian, evaluation of the performance of measurements and examinations of complex chemical systems; Assessment of Risks of Chemical Decisions based on correlated variables.

POSITION 2454
Scientific Area: Inorganic Chemistry
Required PhD Degree: Chemistry (Inorganic Chemistry)
Specific Requirements: Experience in Inorganic/organometallic synthesis and peptide and metal-peptide conjugates synthesis; Nuclear magnetic resonance, fluorescence, UV-Visible, electrochemistry (Cyclic voltammetry), Liquid Chromatography (HPLC, Preparative HPLC) and LC-MS techniques.

POSITION 2455
Scientific Area: Technological Chemistry
Required PhD Degree: Physical Sciences (Fluid Thermodynamic Engineering)
Specific Requirements: Molecular Dynamics Simulations, Instrumentation for high pressures fluid properties measurement, Ionic Liquids an IoNanofluids.

POSITION 2456
Scientific Area: Analytical Chemistry
Required PhD Degree: Chemistry

Specific Requirements: Experimental profile in High resolution mass spectrometry (FTICR) applied to chemistry and biochemistry analysis of complex samples, towards the identification and structural characterization of biomolecules; hyphenated techniques of chromatography with mass spectrometry (LC-MS and GC-MS).

POSITION 2457
Scientific Area: Algebra Combinatorics and Mathematical Logics
Required PhD Degree: Mathematics
Specific Requirements: Logic and Foundations of Mathematics; Proof Theory and/or Nonstandard Analysis.

POSITION 2458
Scientific Area: Astronomy and Astrophysics
Required PhD Degree: Theoretical Physics
Specific Requirements: Cosmology; unified dark matter and dark energy models for the Euclid mission; development of models, including their structure formation properties and non-linearities; model testing using current cosmological data and Euclid mock data.

POSITION 2459
Scientific Area: Astronomy and Astrophysics
Required PhD Degree: Physics
Specific Requirements: Theoretical and observational profile in Cosmology; estimators for the weak lensing signal from cosmic microwave background (CMB) maps; further measurements of observables, from supernova and galaxy data, in the context of dark energy and dark matter; support to the institutional participation in the Euclid mission.

POSITION 2460
Scientific Area: Astronomy and Astrophysics
Required PhD Degree: Astrophysics
Specific Requirements: Observational extragalactic astronomy; galaxy evolution at FIR, mm and radio wavelengths; galaxy properties and their evolution through spectral energy distribution and spectroscopic analysis. Expertise in data processing with ALMA and other millimetre facilities.

POSITION 2461
Scientific Area: Astronomy and Astrophysics
Required PhD Degree: Astrophysics
Specific Requirements: Multiwavelength observational extragalactic astronomy; contribution of active galactic nuclei (AGN) to galaxy evolution; active galaxies; development of AGN science cases for future observational facilities; data processing at X-rays and millimetre wavelengths, in particular with ALMA.

2. Applicable legislation:

a) Decree-Law No. 57/2016, of 29th August, amended by Law No. 57/2017, of 19th July, establishing the legal framework for recruitment of personnel with a PhD degree, designed to encourage employment in the fields of science and technology, in all areas of knowledge (RJEC). It will also be taken under consideration the provisions of the Regulatory Decree No. 11-A/2017, of 29th December;

b) The *General Law of Labour in Public Functions* (*Lei Geral do Trabalho em Funções Públicas* -LTFP), approved in annex to Law No. º 35/2014, of 20th June, and its subsequent amendments.

3. In pursuance of article 13 of the RJEC, the Selection Panel has the following composition:

President:

- Professor Luís Manuel Pinto da Rocha Afonso Carriço, Full Professor of the Department of Informatics and Diretor of FCUL.

Members:

- Professor Fernando Abel da Conceição Silva, Full Professor of the Department of Mathematics of FCUL and Coordinator of the Centre for Functional Analysis, Linear Structures and Applications
- Professor Nuno Miguel Azevedo Machado de Araújo, Assistant Professor with Habilitation of the Department of Physics of FCUL and Coordinator of the Centre for Theoretical and Computational Physics
- Professor Amélia Pilar Grases dos Santos Silva Rauter, Full Professor and President of the Department of Chemistry and Biochemistry of FCUL and Coordinator of the Centre of Chemistry and Biochemistry
- José Manuel Lourenço Coutinho Afonso, PhD, Assistant Researcher of the Department of Physics of FCUL and Coordinator of the Institute of Astrophysics and Space Sciences

4. The primary work location will be at FCUL, established at Campo Grande in Lisbon (postal code: 1749-016 Lisboa) and/or other necessary locations for the development of research activities, in accordance with the guidelines approved by the FCUL Board of Directors.

5. The gross monthly salary the positions entitle is stipulated in paragraph 1 of article 5 of the Regulatory Decree (*Decreto Regulamentar*) No. 11-A/2017, of 29th December, corresponding to level 33 of the consolidated remuneration table (*Tabela Remuneratória Única*) approved by the Government Order (*Portaria*) No. 1553-C/2008, of 31st December, respectively 2,128.34 Euros, without prejudice to the provisions provided in paragraph 3 of article 5 of the aforementioned Regulatory Decree.

6. In view of the funding scheme foreseen for contracts to be awarded under the present procedure, the selection process and funding, relative to a specific position, will be terminated if the grant holder who gave rise to these proceedings, does not pursue his or her application to the said position.

7. The contract for each position will remain in force for a period of 3 years, being automatically renewed for subsequent periods of one year, up to a maximum duration of 6 years, unless:

a) The FCUL Scientific Council may propose termination based on an unfavourable evaluation of the work carried out by the PhD candidate (under the terms of the current Faculty regulations), which must be communicated to the interested party up to 90 days prior to the final term of the initial contract or of any of its subsequent renewals;

b) By application of any of the causes for termination provided for in article 289 of the LTFP;

c) The public employer, or the employee, shall communicate in writing, up to 30 days prior to the final term of the contract or of any of its subsequent renewals, their desire not to

renew it, thus ensuring the termination of the fixed-term work contract born of the present procedure.

8. Portuguese nationals, foreign and stateless persons, holding a PhD degree in the scientific area or branch of knowledge of the open positions may submit applications to this selection procedure, as may those whom, under the terms of Decree-Law No. 341/2007, of 12th October, regulated by Government Order (*Portaria*) No. 227/2017, of 25th July, have been recognized as holders of a PhD degree, with all inherent entitlements, or to whom, under the terms of Decree-Law No. 283/83, of 21st June, equivalence or recognition of the PhD degree was granted and possess a scientific and professional curriculum revealing the appropriate profile for the research activity to be developed.

8.1 Equivalence, recognition or registration of the PhD degree must be obtained by the candidate within the deadline, to proceed with the delivery of the documentation that proves that he/she meets the requirements of admission to competition, and is therefore eligible to conclude his employment contract in public functions.

9. Formal procedure for applications:

9.1 Under penalty of exclusion, applications must be submitted through the FCUL *online* competition platform, available at: https://ciencias.ulisboa.pt/dl57

Applications sent by e-mail or through any other means will not be accepted.

9.2. The application, under penalty of exclusion, must be accompanied by the following documents, including proof of the conditions set out in point 8 regarding eligibility for this selection procedure:

a) Application Form - Declarations, fully completed, dated and signed, in accordance with the form available in: https://ciencias.ulisboa.pt/dl57. The use of this form is compulsory.
b) Copy of the Certificate of Qualifications or of the Diploma related to the title of PhD degree;
c) *Curriculum vitae* (CV) of the candidate, detailed and structured according to the items in points 13 and 15 of this Notice;
d) Research project (maximum 10 A4 pages, letter Times New Roman 12, with spacing between lines of 1,5), which focuses on the scientific area and specific requirements defined for the position to which the candidate is applying, contemplating the following items:

- Synopsis
- Framework for the FCUL mission and the strategic program of an FCUL's R&D unit
- Research plan and methods (for 3 and 6 years)
- Expected results and impact
- Expected indicators (at 3 and 6 years) considering the items 15.1 to 15.4 of this Notice;

e) Copies of the publications/works that the candidate considers most representative/ relevant, up to a maximum of five;
f) Other documents, of an optional nature, the applicant justifies as being relevant to the assessment of his or her application.

9.3 The documents referred to in points a) to f) of section 9.2 must be submitted electronically, through the platform on the Faculty of Science website, available at: https://ciencias.ulisboa.pt/dl57, until the last day of the deadline of the competition, which is

set at 30 working days after publication of this Notice in the Portuguese Government Gazette (*Diário da República*), counting as of the first business day following the publication date.

This notice is also published on the Public Employment Exchange Portal (Bolsa de Emprego Público) and on the websites of the contracting institution and the Foundation for Science and Technology (FCT, I.P.) in Portuguese and English.

9.4 Applications and documentation may be submitted in Portuguese or English although, if a member of the Selection Panel does not know the Portuguese language, the President of the Selection Panel may request that, within a reasonable timeframe, the candidate translates into English a document previously submitted in Portuguese.

10. By decision of the FCUL Director, candidates who do not comply with the provisions of point 9 will not be admitted to the selection procedure, as well as candidates who do not submit in their application the documents referred in points a), b), c) and d) of section 9.2, or that present them in an illegible manner, incorrectly filled, or invalid. The Director is also empowered to require any candidate, in case of doubt and for the purposes of admission to the competition, provides documents supporting his or her statements.

11. Approval on absolute merit in each position:

11.1. The Selection Panel shall deliberate on a candidate's approval or non-approval based on absolute merit using a justified roll-call vote, where no abstentions are permitted.

11.2. Candidates will be approved on absolute merit if they obtain the favourable vote of more than half of the Selection Panel members.

11.3 Candidates will be approved on absolute merit it they have a scientific and curricular pathway relevant to the scientific area (s) and specific requirements defined for the position to which they are applying, and taking into account their adequacy based on the additional criteria identified in 15.5.

11.4 An unfavourable vote for approval on absolute merit can still be justified by failure to comply with the following circumstance: that the Scientific Project prepared by the candidate appears to be clearly insufficient and disregarding of the scientific area(s) and specific requirements defined for the position to which he or she is applying, suffering from serious inaccuracies or is not supported by the previous work of the candidate.

12. Under the terms set forth in article 5 of the RJEC, the selection will be carried out by evaluation of candidates' scientific and curricular careers.

13. Evaluation of candidates' scientific and curricular careers is based on the relevance, quality and topicality of:

a) Research, technological and cultural or artistic production in the last five years which the candidate considers most relevant;
b) Applied research, or practice-based work, undertaken in the last five years and which the candidate believes to have had the greatest impact;
c) Knowledge extension and dissemination activities undertaken in the last five years, namely in the context of promotion of culture and research practice, which the candidate believes to be most relevant;

d) Management of science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological system or higher education systems, in Portugal or abroad.

14. The Selection Panel may increase the five-year period set out in the previous section, at the candidate's request, when justified by documented proof that his or her research activity was suspended for reasons related to social protection, parental leave, prolonged serious illness and other situations that may legally account for non-attendance of work.

15. The criteria for evaluation are those set out herein, with the additional criterion set out in point 15.5 and emphasis on the curriculum vitae, and the contributions considered of most relevant by the candidate:

15.1. Quality of scientific, technological, cultural or artistic production in the last 5 years which the candidate deems to be most significant, and relevant to the research project planned to be undertaken. This parameter will be given the weight of 60%, taking into account the following:

i) Scientific publications: a parameter which includes books, book chapters, articles in scientific journals and proceedings of international conferences authored or co-authored by the candidate, considering:

- their nature;
- their impact;
- the scientific/technological level and innovation;
- the diversity and multi-disciplinarity;
- the international collaboration;
- the importance of the candidate's contributions for the current state of the art;
- the importance of the papers/works selected by the candidate as being the most representative, as far as their contribution to the development and progress of scientific area of the position.

ii) Creation and strengthening of laboratory resources: a parameter that takes into account the participation and coordination of initiatives by the candidate that have resulted in the creation or reinforcement of laboratory infrastructure of an experimental and / or computational nature in support of research.

iii) Recognition by the international research community: a parameter which considers:

- Awards from scientific societies;
- Editorial activities in scientific journals;
- Membership of editorial boards of scientific journals;
- Coordination of and participation in programme committees of scientific events;
- Invited lectures in scientific meetings and in other institutions;
- Membership of research societies with competitive membership criteria and similar distinctions.

iv) Authorship and co-authorship of patents, models and industrial designs, considering their nature, territorial scope, technological level and results obtained.

v) Organization of and participation in research projects: a parameter which includes the candidate's coordination of and participation in research projects, subject to competitive selection procedures, considering the:

- Territorial scope and size;
- Technological level and the importance of the contributions;
- Innovation and diversity.

vi) Promotion of research work: a parameter which covers the candidate's demonstrated ability to organize and lead research teams;
vii) Mentoring and supervision of students, interns and research grantholders: a parameter which takes into account the supervision of doctoral, master degree and undergraduate students, interns and research grantholders, considering the number, quality, scientific and technological scope and impact of the resulting publications, dissertations, theses, and final coursework, and highlighting award-winning and internationally recognized research work.

15.2. Applied research work, or practice-based work, which the candidate developed in the last 5 years and considers having the greatest impact, and most relevant to the research to be undertaken; the weight of this factor will be pondered at 15%, considering the:

i) Vocational training and lifelong learning: a parameter which considers participation in and organization of training technological activities for citizens, businesses and the public sector, noting their nature, technological intensity and the results obtained;
ii) Provision of services and consultancy as part of the institutional mission: a parameter which considers participation in activities involving the business environment and the public sector, noting the type of participation, project size, diversity, technological intensity and innovation;
iii) Design, planning and production of scientific works: a parameter which considers the added value of relevant professional experiences for the activities of the Faculty.

15.3. Activities of knowledge extension and dissemination, developed in the last 5 years, in particular in connection with the promotion of culture and research practice, which the candidate considers to be the most significant, and relevant for the proposed research project. This factor will have a weight of 15%, considering:

i) Industrial and intellectual property;
ii) Technical legislation and standards: a parameter which considers participation in drafting legislative proposals and standards, noting their nature, territorial coverage and technological level;
iii) Publications for the dissemination of scientific and technological research: a parameter which considers articles in journals and at national conferences and other publications for the dissemination of science and technology research, with due note taken of its professional and social impact;
iv) Services rendered to the scientific community and society: a parameter which considers the participation in and organization of programmes to disseminate scientific and technological research, considering their nature and results obtained, when carried out with:

- the scientific community, namely through the organization of conferences and lectures;
- the media;
- businesses and the public sector;
- the public in general.

15.4. Contribution to management activities of science, technology and innovation programmes, or experience in the observation and monitoring of the research and technological system or the higher education system, in Portugal or abroad, which is relevant to the project planned to be undertaken. This factor has a weight of 10%, considering:

i) Positions in bodies at the university, faculty and research unit: a parameter which considers the nature and the responsibilities of those positions;
ii) Other positions: a parameter which considers positions held in national and international scientific organizations.

15.5. When weighing the evaluation criteria outlined in points 15.1 to 15.4, each of the Selection Panel members must consider the following additional parameters, under the following conditions: relevance and quality of the proposed research project for the position the candidate is applying for, considering the strategic aims of the FCUL program and of the research unit recruiting the position.

16. The Selection Panel, when deemed necessary, may request the candidate present additional documents supporting what is stated and relevant to the analysis and classification of his or her application.

17. Classification (scoring) of the candidates:

17.1. Each Selection Panel member shall award each candidate a score of 0 to 5 points for each evaluation criterion, and will proceed to rank candidates in accordance with their overall score which is determined by adding the scores obtained on each of the evaluation criterion, taking under consideration the weight of each parameter.

17.2. Candidates are ordered according to the method depicted in section 3 and following of Article 20 of General Rules for Recruitment of Full, Associate and Assistant Professors, of the University of Lisbon (*Regulamento Geral de Concursos da ULisboa*), published in *Diário da Republica* as *Despacho* N.º 2307/2015, of 5th March.

17.3. The Selection Panel will deliberate by absolute majority of votes, no abstentions are permitted.

17.4. The final position of each candidate will reflect his overall ranking according to the method stipulated in point 17.2.

18. Minutes of the meetings of the Selection Panel shall be drawn up, summarizing the proceedings, depicting the votes of each of the Selection Panel members and the grounds of such votes. These minutes will be made available to candidates upon formal request.

19. The final decision of the Selection Panel is homologated by the Rector, however the Director of FCUL is responsible for the respective contract.

20. False statements made by any candidate will be punishable according to the law.

21. The list of approved and non-approved candidates, as well as the list of the final-ranking of all the candidates for each position will be posted on FCUL's premises, at the address mentioned above, and will be notified by email subject to delivery receipt notification, without prejudice to the provisions of articles 110 to 114 of the Code of Administrative Procedure (*Código do Procedimento Administrativo*).

22. Preliminary hearing and deadline for the Final Decision: once notified, candidates have 10 working days to contest the projected decision. Within 90 days, from the deadline for submission of applications, the final decisions of the Selection Panel will be announced.

23. The present selection procedure is exclusively intended for each of the vacant positions and may be terminated until the time of the homologation of the final ranking list of candidates, and will expire as soon as each of the positions are filled.

24. Policy on non-discrimination and equal access: FCUL actively pursues a policy of non-discrimination and equal access, which means that no candidate may be given special privileges, be benefitted or suffer prejudice, in any way, or be deprived of any right, by reason of ancestry, age, sex, sexual orientation, marital or family status, financial circumstances, educational attainment level, origin or social class, genetic inheritance, reduced ability to work, handicap, chronic illness, nationality, ethnic or racial origin, land of origin, language, religion, political or ideological convictions or union membership.

25. The signature of the contracts resulting from this procedure is subject to the acceptance of the costs arising therefrom as eligible for funding by FCT and the signature of the respective addendum to the FCUL-FCT program contract.

8th August 2018 – The Director, Professor Luís Manuel Pinto da Rocha Afonso Carriço