







**Instituto de Engenharia de Sistemas e Computadores de Coimbra  
INESC Coimbra**

can be obtained at:  
<https://www.dges.gov.pt/pt/pagina/reconhecimento?plid=374>.

7. In accordance with article 5 of the RJEC, the selection is made through the evaluation of the scientific, technological and curricular background of the candidates.
8. The evaluation of the scientific, technological and curricular background will give priority to the relevance, quality and timeliness of the candidate's activities during the past five years.
9. The period of five years referred to in the preceding paragraph may be extended by the selection committee, at the request of the candidate, when justified on the grounds of suspension of scientific activity for socially protected reasons, namely on the grounds of parental leave, prolonged serious illness and other legally protected reasons for unavailability to work.
10. Required Profile:  
Academic qualification: PhD in Electrical and Computer Engineering, Sustainable Energy Systems or related fields.  
  
Minimum requirements:
  - a) PhD degree;
  - b) Demonstrated experience in the topics: Electrical energy systems; Operations research including skills in mathematical modeling and optimization methods; Computer programming.
  - c) Participation, including some level of scientific management, of R&D project teams, in particular of international nature.Other requirements:
  - a) Capability of writing technical/scientific documents in English language;
  - b) Leadership, a strong motivation to work in a team, combining excellent organization skills with the ability to meet deadlines;
  - c) Excellent communication skills and ability to establishing collaborative links with industrial partners.
11. The evaluation of the scientific, technological and curricular background of the candidates will focus on the relevance, quality, timeliness and suitability of their



**Instituto de Engenharia de Sistemas e Computadores de Coimbra  
INESC Coimbra**

background to the functions to be performed, according to the following curricular criteria:

C1: Quality of the CV (scale 0-100);

C2: Prior expertise in the field (scale 0-100).

The final score of the curricular criteria (CCS) will be obtained by the expression:  
 $CCS = 0,7 \times C1 + 0,3 \times C2$ .

12. The three best candidates according to score in the curricular criteria (CCS) will be called for an interview with the selection committee, which may be conducted remotely by skype or videoconference if the candidate requires it. The score of the interview (IS) will be expressed in the scale 0 – 100.
13. The final score (FS) of the candidates selected for the interview will be determined according to the expression:  $FS = 0,9 \times CCS + 0,1 \times IS$ .
14. Minutes of the selection committee meeting including a report of the evaluation is available to the candidates whenever requested.
15. After completion of the evaluation process, the selection committee will draw up a list of the eligible candidates in order of their classification.
16. If the selected candidate is not willing to occupy the position, the selection committee can decide to invite the next eligible candidate in the ordered list.
17. The final evaluation of the selection committee will be approved by the INESC Coimbra Board of Directors, which also makes the decision on the hiring.
18. Application Procedure:
  - a) Application to the position is formalized by sending the following information addressed to the Selection Committee reference of number of this position (given at the top of this document), full name, number and date of the Citizen's card or civil ID, tax identification number, date and place of birth, marital status, residence and contact address, including e-mail address and telephone contact.
  - b) The application shall be accompanied by documents proving the conditions described in point 6 for admission to this selection process, in particular:





**Instituto de Engenharia de Sistemas e Computadores de Coimbra**  
**INESC Coimbra**

selection process, under the terms of the aforementioned diploma, on the application form.

27. The contract will have a maximum duration of 6 years, with beginning established for December 1st, 2020. The contract can be renewed, according to the applicable legislation, only in case of change of the duration of the funding program signed with FCT. The beginning of the contract may be changed in function of the situation of COVID-19 or by convenience of the work planning at INESC Coimbra.