

**Procedimento concursal de seleção internacional para a contratação de Investigador Auxiliar para
Ciências Médicas e da Saúde no apoio à investigação clínica**

(Aviso nº 21103/2026/2, de 26 de agosto, publicado no Diário da República n.º 165 – 2.ª Série)

Ata n.º 1

Aos 25 dias do mês de agosto do ano de dois mil e vinte e seis, pelas 12 horas, no Serviço de Oncologia Médica do Hospital de Santa Maria, através de reunião por teleconferência e no âmbito do procedimento concursal de seleção internacional para a contratação de um **Investigador Auxiliar para Ciências Médicas e da Saúde no apoio à investigação clínica**, publicado no Diário da República n.º 165 - 2.ª série, Aviso nº 21103/2026/2 e por deliberação do Conselho de Administração da Unidade Local de Saúde de Santa Maria, EPE, de 28 de maio de 2026, reuniu-se o júri nomeado para validação do único ponto de agenda:

- Aprovação dos itens relevantes no Aviso de abertura deste concurso, bem como da grelha referente aos critérios de avaliação.

Deliberações tomadas pelo júri:

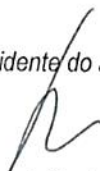
- O júri deliberou aprovar os itens relevantes no Aviso de abertura deste concurso, bem como da grelha referente aos critérios de avaliação, nos termos constantes do *Anexo I* e *Anexo II* à presente ata, que dela faz parte integrante.

Tratando-se de um Concurso Internacional, as assinaturas dos membros do Júri encontram-se nas duas últimas página do *Anexo II*, documento referente à versão em inglês.

Para que conste, lavrou-se a presente ata datada.

Lisboa e ULSSM, 25 de agosto de 2026

O Presidente do Júri,



Luís António Marques da Costa, Professor Doutor

UNIDADE LOCAL DE SAÚDE DE SANTA MARIA, E.P.E.

PUBLIC NOTICE

International Open Competition Procedure for the Recruitment of an Assistant Researcher in Medical and Health Sciences to Support Clinical Research at the Oncology Department

GRID OF EVALUATION

Curriculum Evaluation (CE)

The purpose of the curriculum evaluation is to assess candidates' qualifications, namely academic qualifications, scientific career path and the relevance of acquired, applied and practice-based research experience, in relation to the expected duties.

This method is eliminatory and is scored on a scale from 0 to 70 points, rounded to two decimal places. Candidates obtaining less than 9.5 points in the Curriculum Evaluation shall be excluded and shall not proceed to the Interview stage.

The following factors shall be considered and weighted:

a) Final grade obtained in the PhD degree (Biomedical Sciences); (0 to 1 point)

Maximum classification-1 point; if did not achieve Maximum Classification 0,5 points

b) Professional experience as principal investigator and in the coordination of oncology research projects; (0 to 3 points)

b.1-Acted as Principal Investigator in Oncology Area more than 5 years- 2 points; less than 5 years-1 point.

b.2-Appointed as PI in an Institution with Translational and Clinical Research activity - 1 point

b.1 + b.2: maximum of 3 points.

c) Training and experience in Oncology Research, including international certification within a Clinical Trials Network; (0 to 2 points)

c.1-With international Certification within a Clinical Trials Network - 2 points

c.2-Without International certification – 0,5 points

d) Participation in nationally or internationally funded oncology research projects; (0 to 2 points)

d.1-With demonstration of participation in national and international funded oncology projects- 2 points.

d.2-With demonstration of participation in national but not international funded oncology projects – 0,5 points

ANEXO I

International Open Competition Procedure for the Recruitment of an Assistant Researcher in Medical and Health Sciences to Support Clinical Research in the Oncology Department		
Evaluation Grid		
Name:		
1 - Curriculum Evaluation (CE):		Classification
a) Final grade obtained in the PhD degree (Biomedical Sciences);	0 to 1 point	
b) Professional experience as principal investigator and in the coordination of oncology research projects;	0 to 3 points	
c) Training and experience in Oncology Research, including international certification within a Clinical Trials Network	0 to 2 points	
d) Participation in nationally or internationally funded oncology research projects;	0 to 2 points	
e) Research experience in translational and clinical oncology research with application to clinical trials;	0 to 3 points	
f) Training in statistical methodologies applicable to health research, biomedical sciences and data science;	0 to 1 point	
g) Scientific publications in high-impact (Q1) peer-reviewed international journals in the field of Oncology;	0 to 3 points	
h) Demonstrated ability to secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects;	0 to 2 points	
i) Demonstrated ability to coordinate multidisciplinary scientific and clinical research teams;	0 to 2 points	
j) Ability to supervise doctoral students in the field of Oncology.	0 to 1 point	
2 -Competency Assessment Interview (CAI)		Classification
a) Motivation, interest and availability for the position;	0 to 5 points	
b) Knowledge and professional experience;	0 to 9 points	
c) Communication skills, interpersonal relations and teamwork.	0 to 6 points	
Final Classification (FC)		$FC = 0.9 \times CE + 0.1 \times CAI$


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- e) Research experience in translational and clinical oncology research with application to clinical trials; (0 to 3 points)
- e.1-With evidence of lab research activity that was transported to application in clinical trials – 3 points.
- e.2-Without translation to clinical trials – 1,5 points
- f) Training in statistical methodologies applicable to health research, biomedical sciences and data science; (0-1 point)
- g) Scientific publications in high-impact (Q1) peer-reviewed international journals in the field of Oncology; (0 to 3 points)
- g.1- with more than 10 publications as first author or senior author – 3 points
- g.2- with 5-9 publications as first author or senior author – 2 points
- g.3-less than 5 publications as first author or senior author – 1 point
- h) Demonstrated ability to secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects; (0 to 2 points)
- h.1-Demonstrated ability as project leader to secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects – 2 points
- h.2 -Demonstrated ability to participate in secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects – 1 point
- i) Demonstrated ability to coordinate multidisciplinary scientific and clinical research teams; (0 to 2 points)
- The candidate has to show in the CV that did participate in the coordination of multidisciplinary research teams.
- j) Ability to supervise doctoral students in the field of Oncology. (0-1 Point)
- j.1- two or more doctoral students in the field of oncology completed the PhD- 1 point
- j.2- Only one doctoral student in the field of oncology completed the PhD- 0,5 point

Competency Assessment Interview (CAI)

The interview aims to assess experience, motivation and behavioural aspects related to communication skills and interpersonal relations. It shall be scored on a scale from 0 to 20 points, rounded to two decimal places.

The interview score shall result from the sum of the scores awarded in the assessed parameters. Candidates obtaining less than 9.5 points in the Interview shall be excluded.

The following factors shall be assessed:

- a) Motivation, interest and availability for the position; (0 to 5 points)
- b) Knowledge and professional experience; (0 to 9 points)
- c) Communication skills, interpersonal relations and teamwork. (0 to 6 points)

Final Classification (FC)

The final classification shall result from the scores obtained in the two selection methods according to the following formula:

$$FC = 0.9 \times CE + 0.1 \times CAI$$

Tie-Breaking Criteria

Should a tie occur in the final ranking of candidates, preference shall be given to the candidate obtaining the highest score in the interview. If the tie persists, the highest score obtained in the curriculum evaluation concerning professional experience relevant to the duties to be performed shall be considered, in order of priority.

The criteria for assessment and weighting of the curriculum evaluation, as well as the final classification system, are set out in the minutes of the Selection Committee meeting and shall be published on the website of the Santa Maria Local Health Unit, E.P.E., following publication of the competition notice.

Correspondence exchanged between the Selection Committee and candidates shall be conducted electronically via the following address:

investigadorclinico@ulssm.min-saude.pt

The final ranking list of candidates shall be published in the Portuguese Official Gazette (Diário da República), made available on the ULSSM, E.P.E. website, and notified to the candidates.

The Selection Committee:

Chairperson: Professor Luís António Marques da Costa

1st Full Member: Professor Ana Maria Félix de Campos Pinto

2nd Full Member: Professor Ana Joaquim

3rd Full Member: Professor Miguel Martín Jiménez

4th Full Member: Professor Rakesh Kumar

1st Alternate Member: Professor João Forjaz Lacerda, who shall replace the Chairperson in the event of absence or impediment.

2nd Alternate Member: Professor Paula Borralho

The President of the Jury,



Luís Costa

August 25th of 2026



UNIDADE LOCAL DE SAÚDE DE SANTA MARIA, E.P.E.

PUBLIC NOTICE

International Open Competition Procedure for the Recruitment of an Assistant Researcher in Medical and Health Sciences to Support Clinical Research at the Oncology Department

Pursuant to Articles 4, 5 and 6 of Decree-Law No. 57/2016 of 29 August, as amended, and by Resolution of the Board of Directors of the Unidade Local de Saúde de Santa Maria, E.P.E., dated 28th of May 2026, it is hereby made public that an international open competition procedure is open for the recruitment of a Researcher under an open-ended individual employment contract, to carry out scientific research activities in the field of Medical and Health Sciences, with a focus on the scientific area of Oncology, for the Oncology Department of the Unidade Local de Saúde de Santa Maria, E.P.E.

1. Type of Procedure: International open competition procedure for the recruitment of a Researcher in Medical and Health Sciences to support clinical research, open to all applicants who meet the admission requirements.

2. Validity Period: The procedure shall terminate once the position has been filled.

3. Application Submission Deadline: Ten (10) working days from the date of publication of this notice in the 2nd Series of the *Portuguese Official Gazette (Diário da República)*.

4. Applicable Legislation: Decree-Law No. 57/2016 of 29 August, as amended; the General Labour Law in Public Functions (Law No. 35/2014 of 20 June); Regulatory Decree No. 11-A/2017 of 29 December; the Labour Code (Law No. 7/2009 of 12 February); and Law No. 55/2025 of 28 April.

5. Position Description: The position involves the development of scientific research and clinical research support activities in the field of Oncology, including:

- a) Participation in clinical and translational research projects;
- b) Coordination and management of scientific projects;
- c) Scientific output and publication in peer-reviewed international journals;
- d) Collaboration in advanced training activities and supervision of students.

6. Place of Work: Unidade Local de Saúde de Santa Maria, E.P.E.

SERVIÇO DE**RECURSOS HUMANOS**

Unidade Local de Saúde de Santa Maria
Av. Professor Egas Moniz – 1649-035 Lisboa
Capital Estatutário: 351.092.428,00€
Matriculado na C.R.C. Lisboa sob o N° 508 481 287
Contribuinte N° 508 481 287

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7. Working Hours and Remuneration: The position entails a working schedule of 35 (thirty-five) hours per week, with a monthly remuneration corresponding to Level 60 of the Single Remuneration Table, pursuant to Regulatory Decree No. 11-A/2017 of 29 December.

8. General Admission Requirements: The procedure is open to Portuguese nationals, foreign nationals and stateless persons who hold a PhD degree and possess a scientific and professional curriculum demonstrating an appropriate profile for the activities to be carried out.

Where the PhD degree has been awarded by a foreign higher education institution, it must be recognised by a Portuguese higher education institution pursuant to Article 25 of Decree-Law No. 66/2018 of 16 August, which establishes the legal framework for the recognition of academic degrees and higher education diplomas awarded by foreign institutions, and paragraph (e) of No. 2 of Article 4 of Decree-Law No. 60/2018 of 3 August. All formal requirements established therein must be fulfilled by the date of recruitment.

9. Specific Admission Requirements:

- a) PhD degree in Biomedical Sciences or a related scientific field;
- b) Proven scientific and professional experience of at least 10 years in the field of Oncology.

10. Application Procedure: Applications shall be treated confidentially and must be submitted within the period indicated in point 3, namely ten (10) working days from the day following the publication of this notice. Applications shall be addressed to the Chairman of the Board of Directors and submitted by one of the following means:

- In person, at the Human Resources Management Department of the Hospital, located on the 2nd floor of Hospital de Santa Maria, Avenida Professor Egas Moniz, 1649-035 Lisbon, between 9:30 a.m. and 12:00 p.m. and between 1:00 p.m. and 4:00 p.m.;
- By registered mail with acknowledgement of receipt to the postal address indicated above;
- By e-mail to: investigadorclinico@ulssm.min-saude.pt.

10.1 Application Form Requirements:

The application must include:

- a) Candidate identification (name, date of birth, sex, nationality, identification card number and expiry date, taxpayer number, address including postal code, e-mail address and telephone contact);

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- b) Identification of the competition procedure and the entity promoting it, including the notice number;
- c) Identification of the documents enclosed with the application, together with a brief description thereof.

10.2 Supporting Documents:

Applications must be accompanied by:

- a) Documentary evidence of academic and professional qualifications or legal equivalent (in the case of non-Portuguese qualifications, proof of equivalence/recognition must be provided);
- b) Seven (7) copies of a detailed curriculum vitae in Portuguese or English;
- c) Certificates of relevant training and activities;
- d) Evidence of a scientific curriculum demonstrating an appropriate profile for the activities to be developed.

Pursuant to No. 8 of Article 21 of Ordinance No. 154/2020 of 23 June, the submission of false documents shall be reported to the competent authority for the purposes of disciplinary and/or criminal proceedings.

11. Selection Methods:

11.1 Curriculum Evaluation (CE)

The purpose of the curriculum evaluation is to assess candidates' qualifications, namely academic qualifications, scientific career path and the relevance of acquired, applied and practice-based research experience, in relation to the expected duties.

This method is eliminatory and is scored on a scale from 0 to 70 points, rounded to two decimal places. Candidates obtaining less than 9.5 points in the Curriculum Evaluation shall be excluded and shall not proceed to the Interview stage.

GRID OF EVALUATION

The following factors shall be considered and weighted:

- a) Final grade obtained in the PhD degree (Biomedical Sciences); (0 to 1 point)

Maximum classification-1 point; if did not achieve Maximum Classification 0,5 points

- b) Professional experience as principal investigator and in the coordination of oncology research projects; (0 to 3 points)

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b.1-Acted as Principal Investigator in Oncology Area more than 5 years- 2 points; less than 5 years-1 point.

b.2-Appointed as PI in a Institution with Translational and Clinical Research activity 1 point

b.1 + b.2: maximum of 3 points.

c) Training and experience in Oncology Research, including international certification within a *Clinical Trials Network*; (0 to 2 points)

With international Certification within a Clinical Trials Network - 2 points

Without International certification – 0,5 points

d) Participation in nationally or internationally funded oncology research projects; (0 to 2 points)

With demonstration of participation in national and international funded oncology projects- 2 points.

With demonstration of participation in national but not international funded oncology projects – 0,5 points

e) Research experience in translational and clinical oncology research with application to clinical trials; (0 to 3 points)

With evidence of lab research activity that was transported to application in clinical trials – 3 points.

Without translation to clinical trials – 1,5 points

f) Training in statistical methodologies applicable to health research, biomedical sciences and data science; (0-1 point)

g) Scientific publications in high-impact (Q1) peer-reviewed international journals in the field of Oncology; (0 to 3 points)

g.1- with more than 10 publications as first author or senior author – 3 points

g.2- with 5-9 publications as first author or senior author – 2 points

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h) Demonstrated ability to secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects; (0 to 2 points)

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h.1-Demonstrated ability as project leader to secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects – 2 points

h.2 -Demonstrated ability to participate in secure funding for oncology research through participation in the preparation, implementation and management of internationally competitive scientific projects, including R&D projects – 1 point

i) Demonstrated ability to coordinate multidisciplinary scientific and clinical research teams; (0 to 2 points)

The candidate has to show in the CV that did participate in the coordination of multidisciplinary research teams.

j) Ability to supervise doctoral students in the field of Oncology. (0-1 Point)

j.1- two or more doctoral students in the field of oncology completed the PhD- 1 point

j.2- Only one doctoral student in the field of oncology completed the PhD- 0,5 point

11.2 Competency Assessment Interview (CAI)

The interview aims to assess experience, motivation and behavioural aspects related to communication skills and interpersonal relations. It shall be scored on a scale from 0 to 20 points, rounded to two decimal places.

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The following factors shall be assessed:

a) Motivation, interest and availability for the position; (0 to 5 points)

b) Knowledge and professional experience; (0 to 9 points)

c) Communication skills, interpersonal relations and teamwork. (0 to 6 points)

11.3 Final Classification (FC)

The final classification shall result from the scores obtained in the two selection methods according to the following formula:

$$FC = 0.9 \times CE + 0.1 \times CAI$$

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12. Tie-Breaking Criteria

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13. The criteria for assessment and weighting of the curriculum evaluation, as well as the final classification system, are set out in the minutes of the Selection Committee meeting and shall be published on the website of the Santa Maria Local Health Unit, E.P.E., following publication of the competition notice.

14. Correspondence exchanged between the Selection Committee and candidates shall be conducted electronically via the following address:

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15. The final ranking list of candidates shall be published in the *Portuguese Official Gazette (Diário da República)*, made available on the ULSSM, E.P.E. website, and notified to the candidates.

16. Composition of the Selection Committee:

Chairperson: Professor Luís António Marques da Costa

1st Full Member: Professor Ana Maria Félix de Campos Pinto

2nd Full Member: Professor Ana Joaquim

3rd Full Member: Professor Miguel Martín Jiménez

4th Full Member: Professor Rakesh Kumar

1st Alternate Member: Professor João Forjaz Lacerda, who shall replace the Chairperson in the event of absence or impediment.

2nd Alternate Member: Professor Paula Borralho

17. Equal Opportunities Policy: In compliance with Article 9(h) of the Constitution of the Portuguese Republic and Article 99 of Decree-Law No. 52/2022 of 4 August, the Santa Maria Local Health Unit, E.P.E., actively promotes a policy of equal opportunities for men and women in access to employment and career progression, taking all necessary measures to prevent any form of discrimination and ensuring the principles of equal opportunity, impartiality, good faith, non-discrimination and transparency. This recruitment process is based exclusively on the suitability of applicants for the duties to be performed.

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18. Personal Data Protection: The personal data submitted by candidates within the scope of this competition procedure shall be processed lawfully and solely for the purposes for which they were collected, namely candidate validation and assessment. Such personal data shall be stored and retained only for the period strictly necessary to conclude the competition procedure and shall be deleted upon its completion, except where retention is required to fulfil a legal obligation.

Documentation submitted by excluded candidates shall be destroyed where its return is not requested within a maximum period of one year following the conclusion of the respective competition procedure.

_____ 2026 – *Acting Director of the Human Resources Department, Sónia Cláudia Pinheiro da Silva Alho Matias.*

The President of the Jury,

Luís Costa

August 25th of 2026

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_____ **2026 – Acting Director of the Human Resources Department, Sónia Cláudia Pinheiro da Silva Alho Matias.**

Firmado por MARTIN JIMENEZ
MIGUEL JOSE - ***5402** el
día 26/08/2026 con un
certificado emitido por AC
FNMT Usuarios

