

## CALL FOR APPLICATIONS — RESEARCHER

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**Reference:** AE2025-0436 (CITE-Geral - CITE)

**Institution:** INESC TEC – Institute for Systems and Computer Engineering, Technology and Science

**Position:** Researcher

**Regime and location:** Hybrid – Porto

**Responsible:** Alexandra Xavier

**Duration of contract:** Fixed-term contract, from 2025-11-03 to 2026-11-02, eventually renewable.

**Salary:** Between 1693€ and 1800€, subject to the profile of the selected candidate.

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### Job Summary:

INESC TEC is inviting for applications for a researcher to join the Center for Innovation, Technology and Entrepreneurship and work in the field of Technology Management and Innovation.

The person selected will participate in national and European R&D projects, developing activities for the transfer and enhancement of knowledge, tools, methodologies and technology.

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### Key responsibilities:

- Management of innovation activities within the scope of national and European projects; development of scientific work in the area of technology management and innovation.
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### Minimum requirements and qualifications:

- Developing a PhD project in Industrial Engineering and Management or similar.
  - Minimum of 3 years' experience in consulting activities.
  - Experience of participating in European projects.
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### Preferential factors:

- Training in Management with an emphasis on Technology and Innovation Management.
  - Professional experience in the field of innovation.
  - Participation in European projects.
  - Experience in organising and participating in scientific conferences.
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### What we offer:

- Integration into an institution of excellence in the National Scientific System;
  - A stimulating challenge and the chance to contribute to the creation of something new and of strategic importance to the institution;
  - Collaborative, international, inclusive and innovation-oriented environment;
  - Autonomy and the possibility of personal and professional growth;
  - Access to specialized training, flexible working hours, hybrid working arrangements, health insurance and other benefits;
  - Remuneration in line with experience and the role, with the possibility of bonuses via Performance Assessment.
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### Application process:

- Electronic form filling in <http://www.inesctec.pt/> in the section [WORK WITH US](#)
  - Application period: from 2025-09-25 until 2025-10-08
  - Candidates who meet the minimum requirements will be admitted to the evaluation and selection phase.
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### Evaluation and selection methodology:

#### Phase I

#### Curricular Assessment (50%)

In this phase, the following criteria will be analyzed:

- Academic and Complementary Training (25%)
  - Academic training appropriate to the position (10%)
  - Relevant complementary training (15%)
- Professional Experience (25%)
  - Years of relevant experience in the field (10%)
  - Relevance of previous roles and positions held (15%)

Up to five candidates with the highest scores will be admitted to the next phase.

## Phase II

### Technical and Behavioral Assessment (50%)

- "Competency and Motivation Assessment Interview

Phase II will be conducted in person on a pre-determined date. Candidates will be informed at least 3 business days in advance. Candidates residing abroad or more than 300 km from the test location (according to Google Maps) may complete both stages remotely.

### Assessment scale

All criteria will be scored on a scale of 0 to 100 and then weighted according to their respective percentage weights.

Candidates who incorrectly complete their application or who do not meet the requirements will be excluded from admission to the competition.

### Notification of results

The results of the selection process will be communicated to interested parties by email.

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### Disability bonus:

Candidates with a degree of disability equal to or greater than 90% will have a bonus of 20 points in the Curricular Assessment score.

Candidates with a degree of disability equal to or greater than 60% and less than 90% will have a bonus of 10 points in the Curricular Assessment score.

In these cases, the bonus score for the Curricular Assessment may exceed 100 points.

The degree of incapacity must be proven by submitting a Medical Certificate of Multipurpose Incapacity when applying.

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### Selection panel:

- President do Júri: Cristina Machado Guimarães;
- Jury membe: Joana Costa;
- Jury member: Sara Correia Neves.