



INESCTEC WELCOMING GUIDE

Get to know our institution

ABOUT INESC TEC



**WELCOME TO THE
HOME OF SCIENCE,
TECHNOLOGY AND INNOVATION**

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Bioengineering
Communications
Computer Science and Engineering
Photonics
Power and Energy Systems
Robotics
Systems Engineering and Management

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High-Assurance Software Laboratory
Artificial Intelligence and Decision Support Laboratory
Human-Centered Computing and Information Science
Centre for Industrial Engineering and Management
Centre for Enterprise Systems Engineering
Centre for Innovation, Technology and Entrepreneurship
Centre for Robotics in Industry and Intelligent Systems
Centre for Applied Photonics
Centre for Biomedical Engineering Research
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Ethics
Conflict of Interest Management
Social Responsibility

2.12 Workers' Commission

1. INESC TEC CULTURE

Working at INESC TEC means contributing to generate science with social impact. Did you know that INESC TEC is the Portuguese institution with the highest participation in European projects? And the second with the largest financial contribution by the European Commission, **under the Horizon 2020 framework programme (+ €28M)?**

INESC TEC is a multidisciplinary institution covering several research areas, with a strong international position - not only in the establishment of partnerships, but above all, as a talent hub! From fundamental research, we develop technology that is applied to everyday matters.

INESC TEC welcomes more than 1500 employees representing more than 40 nationalities.

Meet here our international talent!



WE ARE

A reference in R&DD.

INESC TEC is a leading R&D institution in Europe and a reference in the area of scientific, research and technological development, technology transfer, advanced consulting and training and pre-incubation of new technology-based companies.

**Balance between personal and professional life**

through flexible schedules, hybrid scheme (teleworking and office), days off, birthday, health insurance with the possibility of extending it to family members, free parking, discounts in hotels, gyms, transportation, etc., and partnerships with banking entities for special conditions.

International and consulting projects, mentoring and individual growth

At INESC TEC, you have the opportunity to work on international projects and consultancy actions with some of the top institutions in the area; to participate in major national and international conferences and events; to become a member of multidisciplinary teams with relevant experience in INESC TEC activity domains.

WE PROMOTE

A collaborative, diverse, international, socially responsible, multicultural and inclusive environment

that facilitates the exchange of ideas, networking and the creation of synergies, as well as socialisation and leisure activities, such as:

- Season Party
- Roasted Chestnut Party
- INESC TEC on Foot
- Team building activities
- among other initiatives.



WE HAVE

High-grade infrastructures

that allow you to carry out research activities at advanced laboratories using state-of-the-art technology.

We acknowledge the work of our people

People are our main concern: the main ideas for the future are inside our minds. Each month, INESC TEC acknowledges and salutes the efforts of our members in our [BIP INESC TEC Magazine](#)! We value the collective strength of our teams and individual work. Check out our "The Incredibles" section; if you are curious about the work carried out by our researchers, you should also check the "[By the Way](#)" section. We hope you can join one of our sections soon!



We create opportunities

In this section, we wish to present an INESC TEC internal activity: "Internal Seed Projects". This initiative is open to all INESC TEC employees who wish to submit an application related to three different typologies:

- Research projects organised between R&D centres, lasting one/two years, focusing on exploring new ideas;
- Projects by junior researchers who develop innovative business ideas related to INESC TEC's application fields, lasting up to one year;
- Projects for the commercialisation of technologies, lasting up to one year.

Every year, there is a call for INESC TEC employees to submit an application to the "Internal Seed Projects". The application period is followed by an evaluation process; then, the results are released to the applicants, stating if they are eligible or not for INESC TEC funding. Make sure to get informed about the application period, because the next project to be funded may be yours!



PURPOSE

To create a fulfilling and sustainable future through impactful science, technology, and innovation.



VISION

To be an inspiring and empowering force, driving the science and technology of digitally-enabled systems into overcoming society's challenges.





MISSION

As a free-thinking and diverse community, we take on bold science, technology, and innovation challenges, empowering talent, collaborative ecosystems, and public policies that make a difference in our economy and society.



**RESEARCH
FREEDOM**



VALUES

RIGOUR AND EXCELLENCE

FREEDOM TO CREATE AND THINK

INTEGRITY, TRANSPARENCY, AND ETHICS

COLLABORATION

CREATIVITY, BOLDNESS, CURIOSITY, AND INNOVATION

PEOPLE-CENTREDNESS AND INCLUSION

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Bioengineering
Communications
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Photonics
Power and Energy Systems
Robotics
Systems Engineering and Management

2.7 R&D Centres

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TEC4AGRO-FOOD
TEC4INDUSTRY
TEC4ENERGY
TEC4HEALTH
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Social Responsibility

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Who we are

INESC TEC is a private non-profit research institution, dedicated to scientific research and technological development, technology transfer, advanced consulting and training, and pre-incubation of new technology-based companies.

As an interface institution, INESC TEC brings together academia, companies, public administration and society, applying the knowledge and results generated in research into technology transfer projects, in order to generate value and immediate social relevance.

The institution was established on December 18, 1998, with INESC, the University of Porto, the Polytechnic Institute of Porto, the University of Minho and the University of Trás-os-Montes and Alto Douro as main associate entities.

The INESC TEC headquarters building is located in the city of Porto, but the institution has seven hubs, in the cities of Porto, Braga, and Vila Real, and Madeira island. There are 13 R&D centres at INESC TEC .

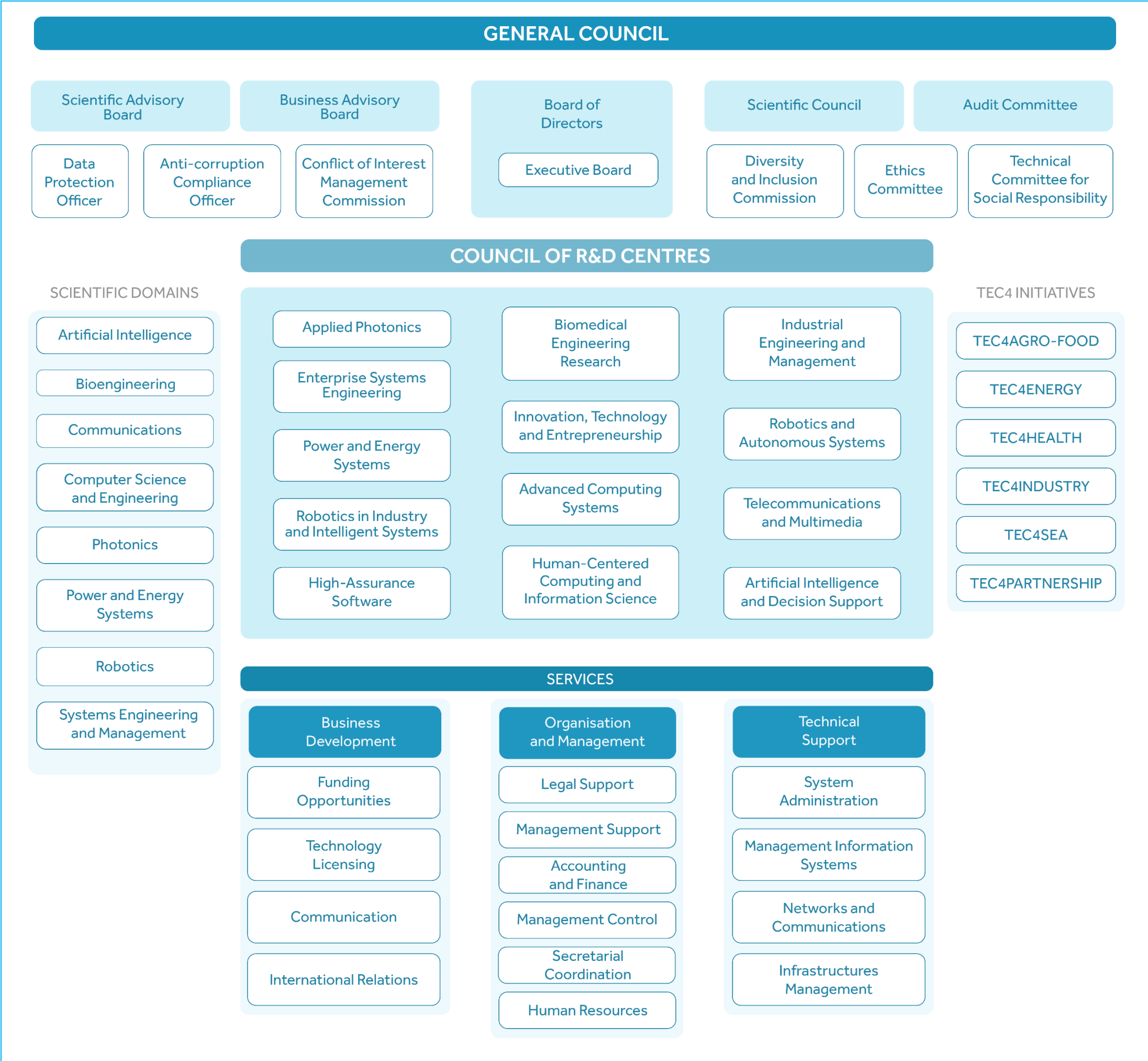


The Institute hosts over 700 integrated researchers (about 350 PhDs), including R&D employees, higher education researchers, grant holders and affiliated researchers. The INESC TEC team also includes trainees, and technical and administrative support staff. Also part of INESC TEC are employees who support business development, organisation and management, and technical support services.

For more information about INESC TEC, please visit our [website](#) - "Institution" section. There you can find all the details about the history of our institution, organisational structure, facts and figures and even some institutional documents: [Activity and Budget reports](#), [Code of Ethics](#), [Statutes](#), [Gender Equality Plan](#), [Intellectual Property regulation](#), or [Conflict of Interest Management Policy](#).



Governance and Organisation Model



Board of Directors

Our Board of Directors comprises seven people: four executive members and three non-executive members.

It is composed of João Claro – Chairman and CEO –, Gabriel David – Vice-Chairman of the Board–, and the directors Aníbal Matos, Clara Gouveia, Lia Patrício, Luís Seca and Maria da Graça Barbosa.



Maria da Graça Barbosa, Aníbal Matos, Gabriel David (from left to right - top)
João Claro, Clara Gouveia, Luís Seca, Lia Patrício (from left to right - bottom)



Scientific Council

The Scientific Council is an internal body responsible for monitoring and guiding INESC TEC scientific and technical activities.



Manuel Ricardo
CTM (FEUP)



Ana Maria Viana
CEGI (ISEP)



Aurélio Joaquim
Campilho C-BER (FEUP)



Eduardo Silva
CRAS (ISEP)



Henrique Faria Salgado
CTM (FEUP)



João José Pinto
Ferreira CITE (FEUP)



João Paulo Saraiva
CPES (FEUP)



Jorge Pinho de
Sousa CESE (FEUP)



Manuel Santos
Silva CRIIS (ISEP)



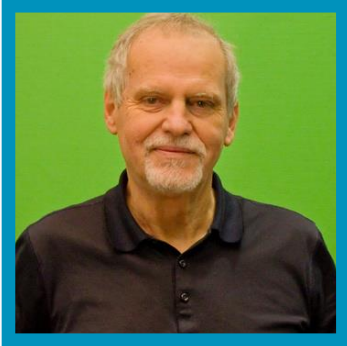
Maria Antónia Carravilla
FEUP



Maria Cristina Ribeiro
HumanISE (FEUP)



Paulo Vicente
Marques CAP (FCUP)



Pavel Brazdil
LIAAD



Sandra Alves
CRACS (FCUP)



Susana Alexandre
Barbosa HumanISE

**José Fortes**

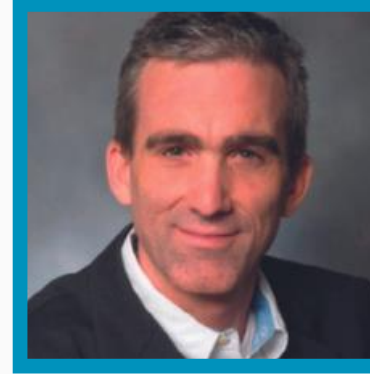
University of Florida
(USA)

**Anne-Marie Kermarrec**

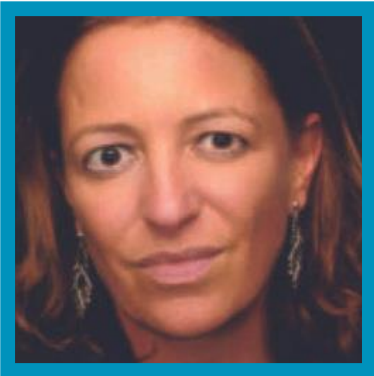
INRIA - Rennes (France)

**Bruno Siciliano**

Università degli Studi di
Napoli Federico II (Italy)

**Edward Knightly**

Rice University (USA)

**Elsa Angelini**

Imperial College London
(UK)

**Mario Paolone**

EPFL - L'Ecole
Polytechnique Fédérale de
Lausanne (Switzerland)

**Masaru Kitsuregawa**

Institute of Industrial
Science, The University
of Tokyo (Japan)

**M. Grazia Speranza**

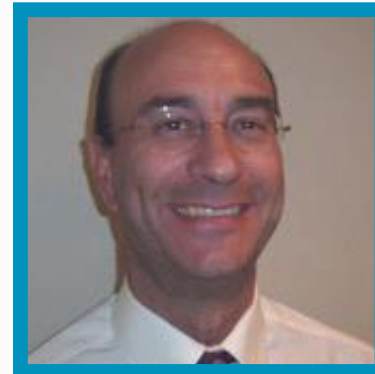
Università degli Studi di
Brescia (Italy)

**Pere Ridao**

Institut de Recerca en
Visió Per Computador i
Robòtica (Spain)

**Robert Lieberman**

Member, U.S. National
Academy of Engineering;
President of Lumoptix
LLC (USA)

**Tomás Gómez San Róman**

Universidad Pontificia
Comillas (Spain)

**Volker Stich**

Aachen University of
Technology (Germany)

Scientific Advisory Board

The Scientific Advisory Board is a statutory body of assessment and strategic follow-up, the members of which are elected by a General Council, after a proposal from the BoD, for a five-year term, and may be re-elected one or more times. This external board is composed of recognised international scientists from prestigious institutions, international experts in INESC TEC fields of competence that support the institution in its search for continuous improvement and excellence, building a vision for future research under a valuable benchmark at an international level.

Business Advisory Board

The Business Advisory Board is a body with an advisory status, which was created during the amendment of the Statutes in 2015, composed of individuals of proven competence in the economy sectors relevant to INESC TEC activities.

It is responsible for reviewing and presenting proposals on activities that connect INESC TEC companies, particularly in the areas of innovation, technology transfer and training of human resources for the market.



António Bernardo
Roland Berger



António N. Leite
Fórum Oceano



Etienne Huret
Natixis Portugal



Gonçalo Caseiro
GConsulting Group



Isabel Vaz
Luz Saúde



Joana Almodovar
Gab. Estrat. Estudos



João Coimbra
Quinta da Cholda



Jorge Vasconcelos
Newes



Paulo Marques
Feedzai



Paula Roque
Revigrés

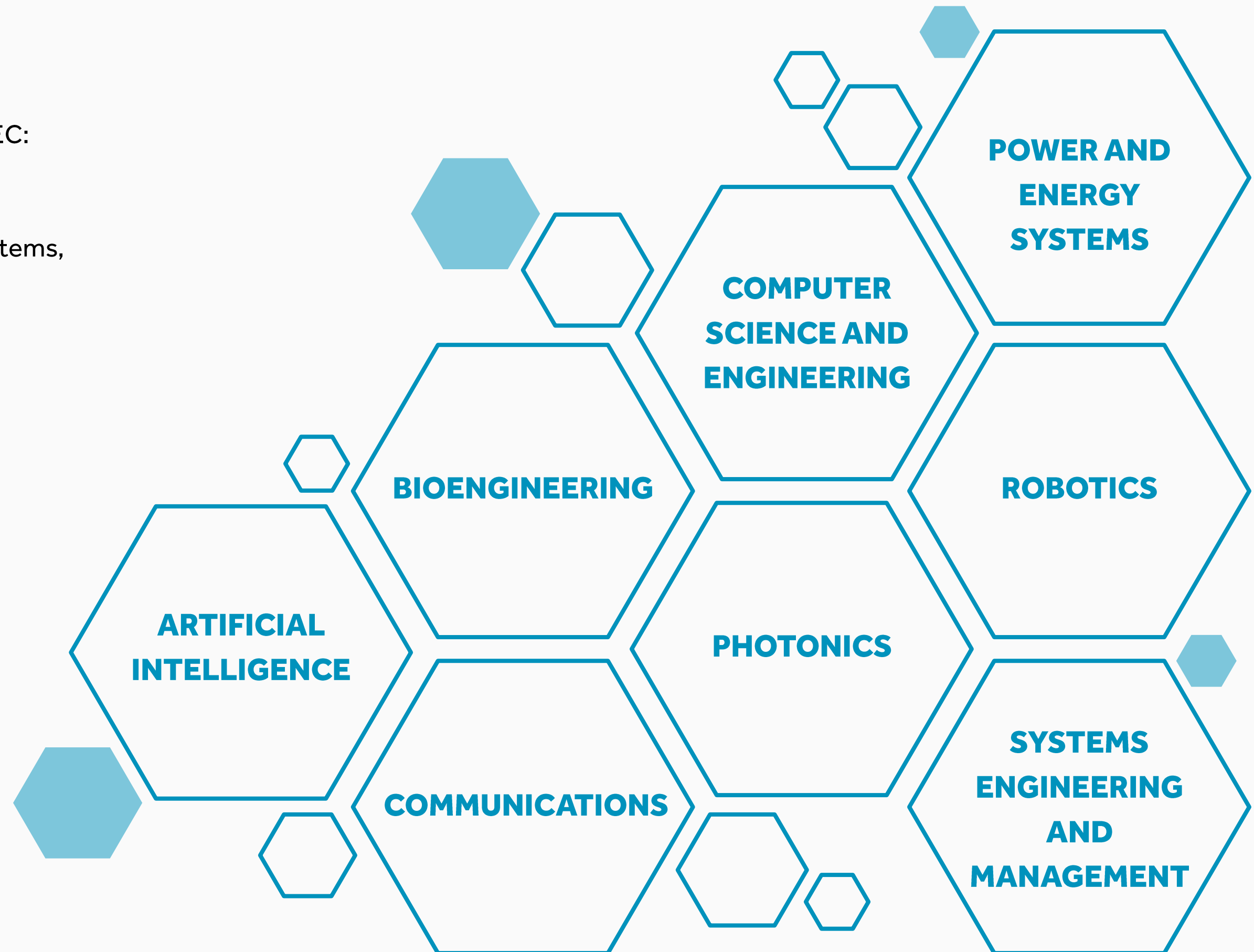
Council of R&D Centres

The Council of R&D Centres is a non-statutory body composed of the members of the Board of Directors, Centre coordinators and service managers, as well as the Data Protection Officer. The Council meets every 15 days to discuss the Institute's ongoing matters and processes.



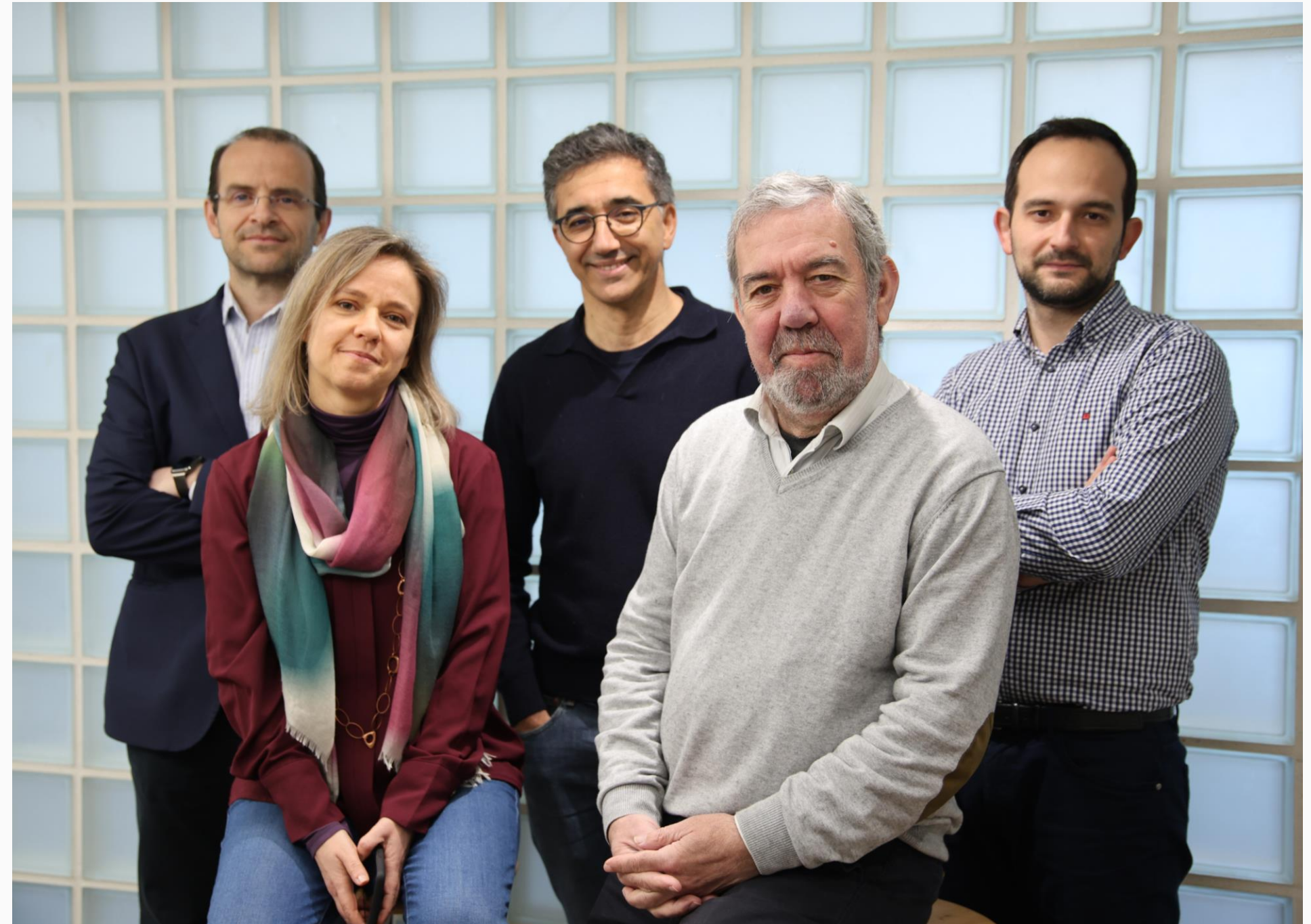
Scientific Domains

There are eight scientific domains at INESC TEC: Artificial Intelligence, Bioengineering, Communications, Computer Science and Engineering, Engineering, Photonics, Power and Energy Systems, Robotics and Systems Engineering and Management.



INESC TEC Artificial Intelligence domain has the following competencies:

- AI Ethics
- Audio and Signal Understanding and Forecasting
- Bayesian Approaches
- Bioinformatics, Cheminformatics, Medical Informatics
- Computer Vision and Pattern Recognition
- Decision Support
- Deep Learning and Reinforcement Learning
- Distributed and Federated Machine Learning
- Information Retrieval
- Natural Language Processing
- Network Science
- Personalization and Recommender Systems
- Statistical Data Analysis
- Symbolic Machine Learning
- Transparent and Trustworthy AI
- Hybrid Human-Artificial Intelligence



AI Steering Committee (from left to right)
Jaime Cardoso, Rita Ribeiro, Alípio Jorge, João Gama, Andry Pinto

INESC TEC Bioengineering domain has the following competencies:

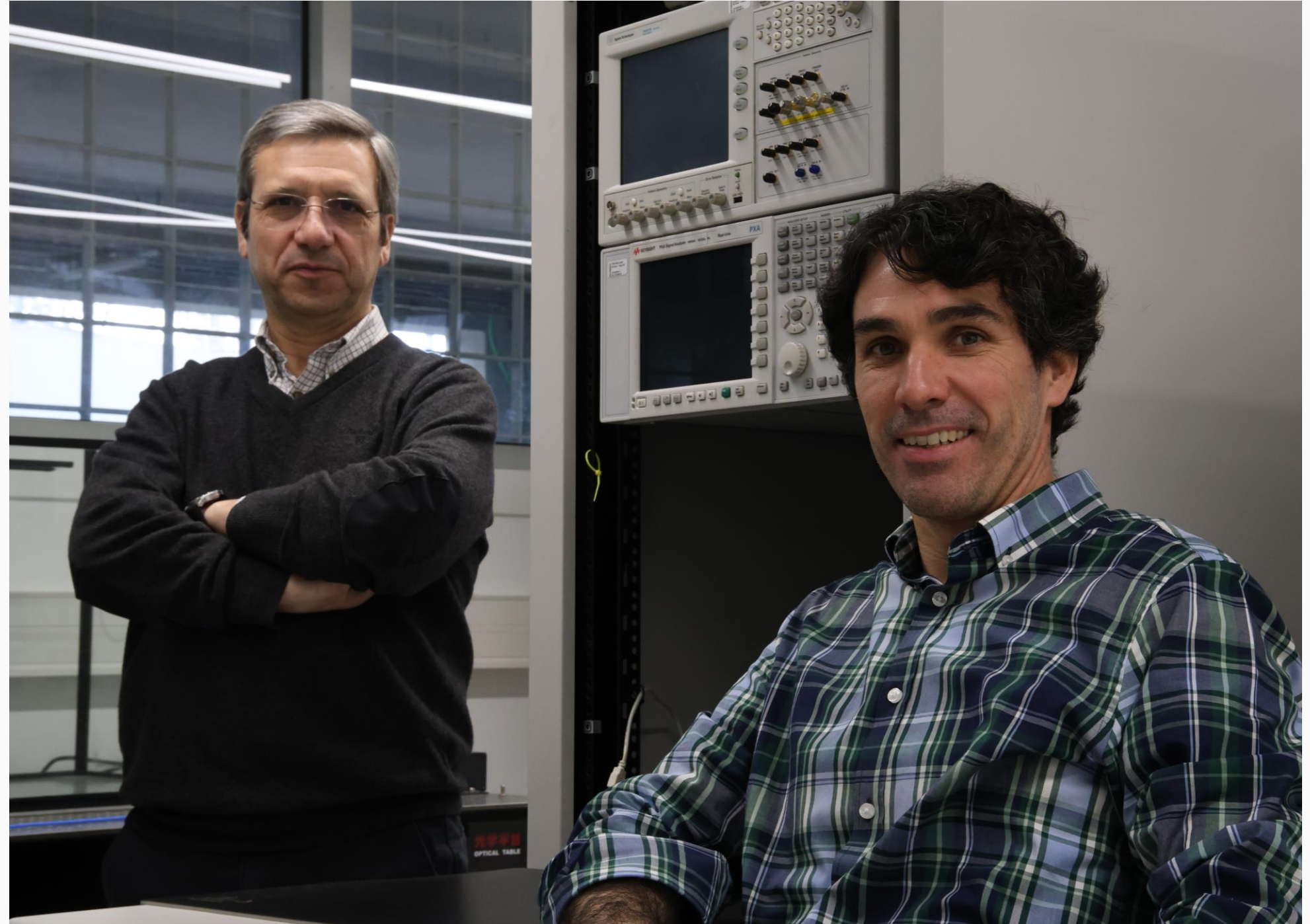
- Affective Computing & Human-Machine Symbiosis
- Bioinformatics & Computational Biology
- Biomechanics & Biorobotics
- Biomedical Engineering in Education, Industry & Society
- Biomedical Signal & Image Processing
- Biometrics
- Bionics, Wearable & Implantable Technologies
- Biosensors
- Cardiopulmonary Systems Engineering
- Diagnostic & Therapeutic Systems
- Health Informatics – Personalized Health
- Micro- & Nano biotechnologies
- Neuroengineering
- Rehabilitation Engineering
- Telemedicine



BIO Steering Committee (from left to right)
João Paulo Cunha, Ana Maria Mendonça, Helder Oliveira

INESC TEC Communications domain has the following competencies:

- Communications architectures and protocols
- Electronics
- Multimedia
- Network and resource management
- Network security
- Optoelectronics and photonics
- Reconfigurable hardware systems
- Signal processing
- System modelling, simulation, and prototyping
- Wireless communications



COM Steering Committee (from left to right)
Manuel Ricardo, Rui Lopes Campos

INESC TEC Computer Science and Engineering domain has the following competencies:

- Agile Methods
- Computer architecture
- Computer Graphics
- Embedded Systems
- Formal Methods
- Human-Computer Interaction
- Immersive Environments
- Information Security
- Information Systems
- Information Retrieval
- Information Visualization
- Theory of Computation
- Parallel and Distributed Systems
- Programming Languages
- Quantum Computing
- Real-Time Systems
- Software Verification and Validation
- Software Architecture and Design
- Model-driven Development
- Storage Systems



CSE Steering Committee (from left to right)
Ana Paiva, Hugo Paredes, Ana Alonso, João Canas Ferreira, Manuel Barbosa

INESC TEC Photonics domain has the following competences:

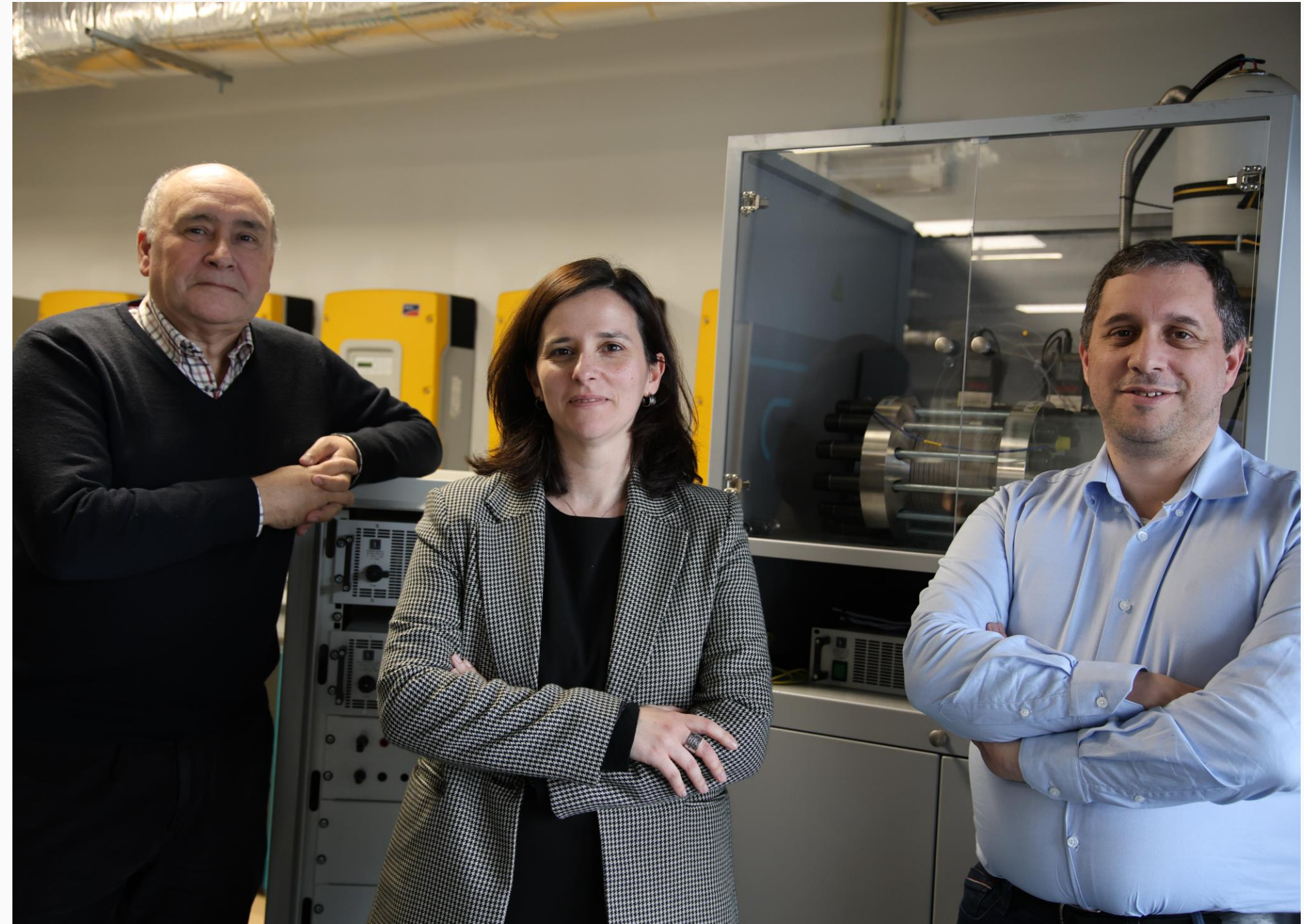
- Fiber Optic Sensors
- Fiber lasers
- Remote Sensing
- Optical microfabrication
- Metallic and dielectric nanostructures
- Optofluidics
- Integrated optics
- Optical resonance structures
- Optical signal processing
- Optical computing
- Nonlinear optics
- Quantum simulations
- Optical tweezers
- Spectroscopy



PHT Steering Committee (from left to right)
Diana Viegas, Pedro Jorge , Nuno Silva

INESC TEC Power and Energy Systems domain has the following competencies:

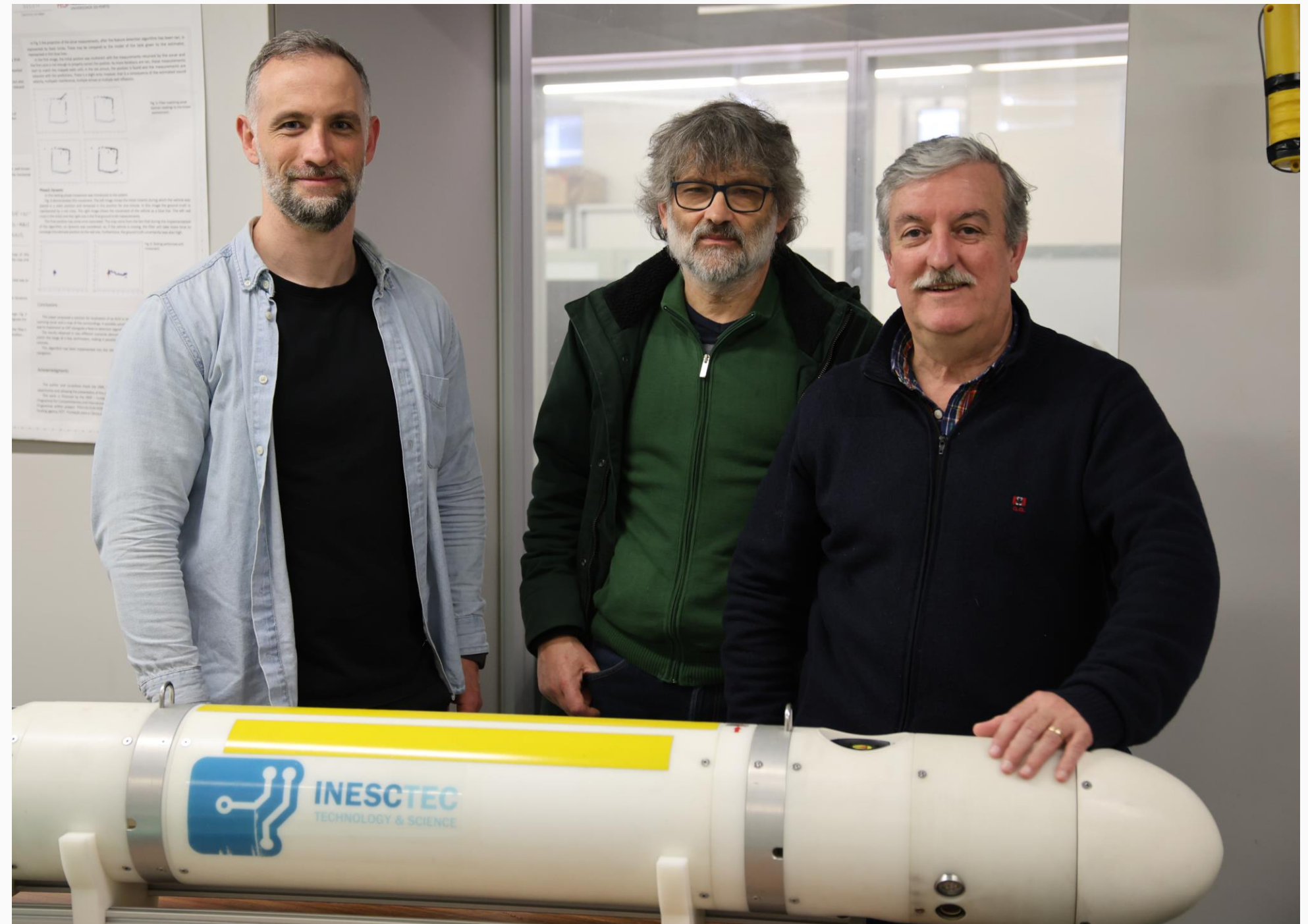
- Steady-state and dynamic power system operation and control
- Electricity markets modelling and simulation
- Distributed energy resources modelling and aggregation
- Sector coupling modelling
- Power electronics
- Modelling and real-time simulation of cyber-physical systems
- Reliability analysis of energy systems
- Data Science
- Optimisation and decision-aid
- Micro-grids and nano-grids



PES Steering Committee (from left to right)
João Peças Lopes, Clara Gouveia, Ricardo Bessa

INESC TEC Robotics domain has the following competencies:

- Control systems
- Navigation
- Simultaneous localization and mapping
- Computer vision
- Mobile robots
- Autonomous systems
- Marine robots
- Manipulators
- Industrial robots
- Multi-robot systems



ROB Steering Committee (from left to right)
Bruno Ferreira, Eduardo Silva, António Paulo Moreira

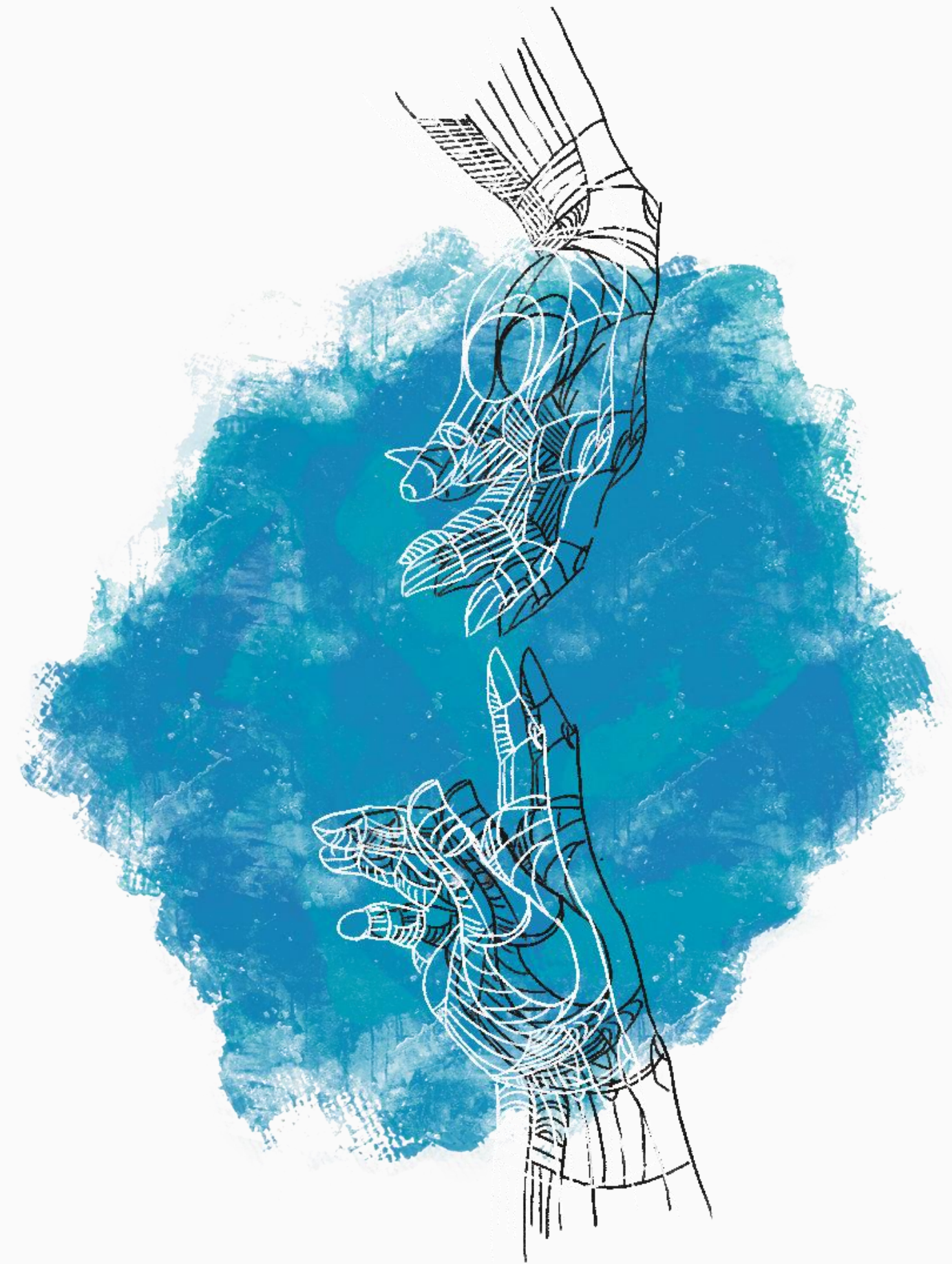
INESC TEC Systems Engineering and Management domain has the following competences:

- Industrial Information Systems: Data and Information Management, Digital Enterprise Architecture, Industrial Information Systems Design
- Management Science: Operations Research, Operations Management, Advanced Analytics, Decision Sciences
- Service Science: Service System Design and Innovation, Service System Transformation
- Technology and Innovation Management: Technology Management and Policy, Innovation Management, Technology-based Entrepreneurship
- Cross cutting competences: Human-centred Approaches, Responsible Research and Innovation



SEM Steering Committee (from left to right)
Beatriz Oliveira, António Lucas Soares, José Coelho Rodrigues, Lia Patrício

There are 13 R&D centres at INESC TEC: Centre for Advanced Computing Systems, High-Assurance Software Laboratory, Artificial Intelligence and Decision Support Laboratory, Human-Centered Computing and Information Science, Centre for Industrial Engineering and Management, Centre for Enterprise Systems Engineering, Centre for Innovation, Technology and Entrepreneurship, Centre for Robotics in Industry and Intelligent Systems, Centre for Applied Photonics, Centre for Biomedical Engineering Research, Centre for Robotics and Autonomous Systems, Centre for Telecommunications and Multimedia and Centre for Power and Energy Systems.



Located mainly at INESC TEC campus, at the Faculty of Sciences of the University of Porto (FCUP), [CRACS](#) mission is to pursue scientific excellence in the areas of Programming Languages, Parallel and Distributed Computing, Security and Privacy, Information Mining and Web-based Systems focusing on the development of Scalable Software Systems for challenging and multidisciplinary applications.

The Coordinator of CRACS is [Ricardo Rocha](#).



Ricardo Rocha



The [HASLab](#) operates at INESC TEC's hub part of the University of Minho (Gualtar Campus, Braga). HASLab focuses on the design and implementation of high-assurance software systems, i.e., software that is correct by design and resilient to environment faults and malicious attacks. To accomplish this mission, HASLab covers three main competences: Cybersecurity, Distributed Systems, and Software Engineering.

[Alcino Cunha](#) and [António Luís Sousa](#) are the Coordinators of HASLab.



Alcino Cunha



António Luís Sousa



Catarina Leones
Fernandes

The [LIAAD](#) focuses on the strategic area of Data Science, which has an increasing interest worldwide and is critical to all areas of human activity. Located mainly in the INESC TEC headquarters, the LIAAD focuses on the following dimensions: Machine Learning, Statistics, Optimisation and Mathematics.

[Alípio Jorge](#) is the Coordinator of LIAAD. [Ricardo Teixeira Sousa](#) is the Advisor to the Centre Coordinator.



Alípio Jorge



Ricardo Teixeira Sousa

[HumanISE](#) is an interdisciplinary Centre focusing on research at the forefront of human-centred computing (HCC) with broad and deep expertise in computer science (CS) and information science (IS). This Centre explores five main research areas: Computer-Human Interaction; Computer Graphics and Interactive Digital Media; Information Management and Information Systems; Software Engineering, and Large Scale and Special Purpose Computing Systems, Languages and Tools. HumanISE researchers represent the University of Porto, the Polytechnic of Porto (IPP), the University of Trás-os-Montes and Alto Douro, the Universidade Aberta and University of Minho.

HumanISE is coordinated by [Ademar Aguiar](#), [Artur Rocha](#) and [Hugo Paredes](#).



Ademar Aguiar



Artur Rocha



Hugo Paredes

The [Centre](#) is an international reference in business analytics through decision-support systems for service and operations management, contributing to service design, performance assessment and asset management. The core areas of application of CEGI, located mainly in the INESC TEC headquarters, include Mobility/Transports, Retail/Industry and Healthcare, also with significant contributions in the Energy sector.

[Lia Patrício](#) is the Coordinator of CEGI.



Lia Patrício

[CESE](#) researchers use the knowledge generated in research to provide high value-added niche services to industrial enterprises in many areas: Manufacturing Systems Design; Manufacturing Systems Planning and Management; Collaborative Platforms; Supply Chain Strategy; Manufacturing Intelligence or Construction Information Management. The core mission of this Centre, located in the INESC TEC headquarters, is to advance the scientific knowledge in enterprise systems engineering, fostering high impact management and ICT systems, and generating innovative services for industrial organisations.

[António Lucas Soares](#) and [Rui Diogo Rebelo](#) are the Coordinators of CESE.



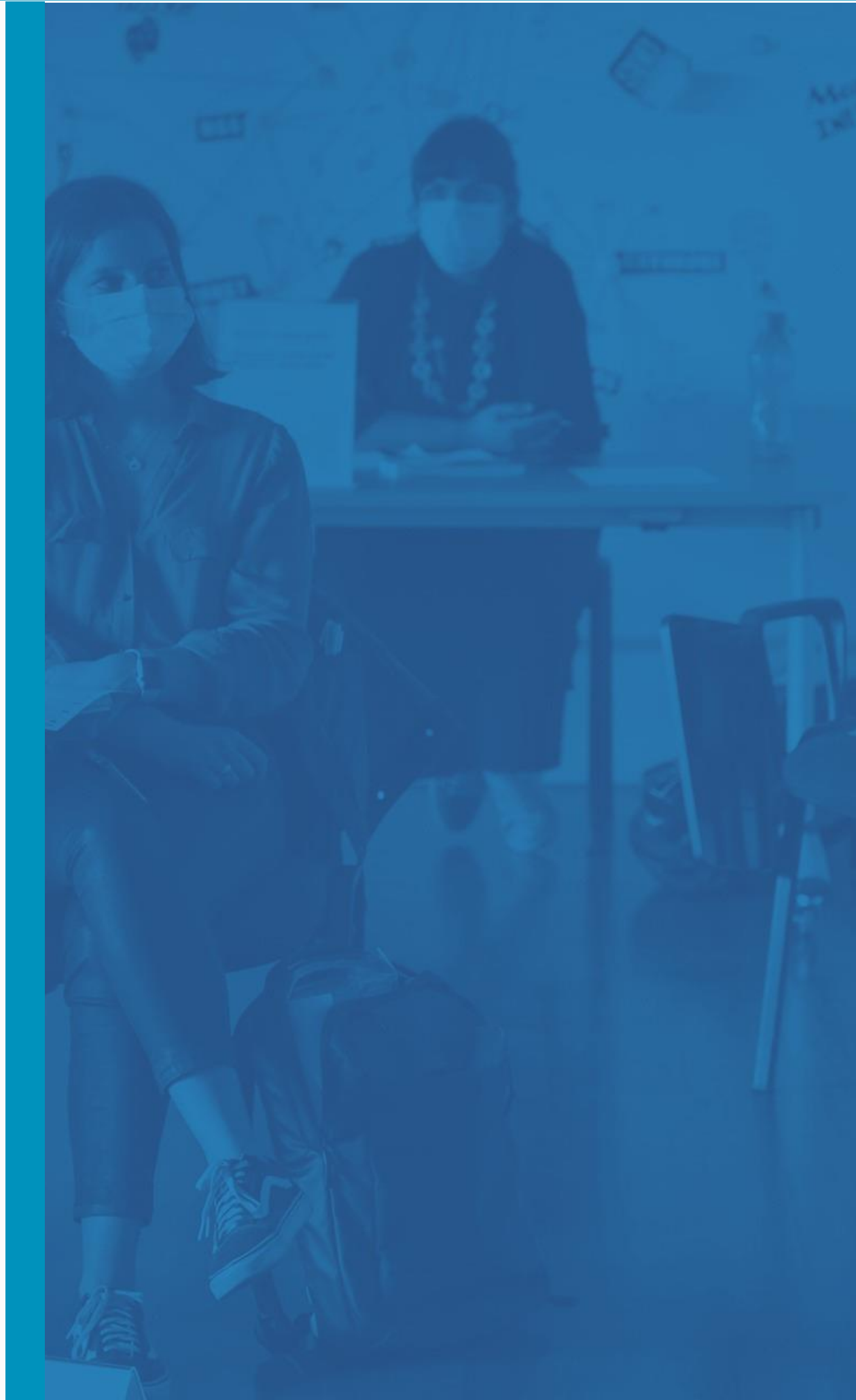
António Lucas Soares



Rui Diogo Rebelo

[CITE](#) has a specific expertise in Innovation and Technology Management & Policy and Technology Entrepreneurship. The activities of CITE, located in INESC TEC headquarters, focus on the development of Conceptual Frameworks, Methodologies and Tools used both in Advanced Consulting and Executive Training programmes, for private and public organisations.

[Alexandra Xavier](#) is the Coordinator of the CITE.



Alexandra Xavier

The [Centre's](#) researchers are geographically divided between INESC TEC Industry and Innovation Laboratory (iiLab), in Porto, and the FEUP laboratories. CRIIS addresses the following main research areas: Navigation and Localisation of Mobile Robots; Intelligent Sensors and Control of Dynamical Systems; 2D/3D Industrial Vision and Advanced Sensing; Mobile Manipulators; Special Structures and Architectures for Robots; Human-Robot Interfacing and Augmented Reality; Future Industrial Robotics and Collaborative Robots; Vertical Integration; IoT and Industry 4.0.

The Coordinators of CRIIS are [Manuel Silva](#) and [Luís Rocha](#).



Manuel Silva



Luís Rocha

The [CAP](#) researchers carry out R&D in Applied Photonics - mainly focusing on optical fibre technology. The [Centre](#) promotes applied research and development in Optical Fibre Sources, Optical Fibre Communication, Optical Fibre Sensors and Microfabrication (thin films and integrated optics). The CAP researchers carry out their activities at INESC TEC laboratories part of the Faculty of Sciences of the University of Porto.

[Paulo Vicente Marques](#) and [Ireneu Dias](#) are the Coordinators.



Paulo Vicente Marques



Ireneu Dias



The goals of [C-BER](#) are the creation of interdisciplinary knowledge enabling innovation and technology transfer with economic impact, and the development of products, tools and methods for the prevention and early detection of different types of diseases, aging-related impairments, human rehabilitation, physical therapy or functional assessment. C-BER researchers, who carry out their activities in INESC TEC headquarters, focus on three different areas: Biomedical Imaging, Bioinstrumentation and Neuroengineering.

[João Paulo Cunha](#) is the Coordinator of C-BER. [Duarte Filipe Dias](#) is the Advisor to the Centre Coordinator.



João Paulo Cunha



Duarte Dias

The [Centre](#), whose laboratories operate at ISEP and FEUP, aims to develop innovative robotic solutions for complex environments and multiple operations, including at gathering, inspection, mapping, surveillance, and intervention. CRAS explores four main areas of research: Autonomous Navigation; Long-term Deployments; Sensing, Mapping, and Intervention; Multiple Platform Operations.

The CRAS Coordinators are [José Miguel Almeida](#) and [Nuno Cruz](#).



José Miguel Almeida



Nuno Cruz



The [CTM](#) mission is to develop advanced systems and technologies to enable high capacity, efficient, and secure communications, media knowledge extraction, and immersive ubiquitous multimedia applications. The Centre's researchers, who work at INESC TEC headquarters and FEUP laboratories, focus on four main research areas: Optical and Electronic Technologies; Wireless Networks; Multimedia and Communications Technologies and VCMi (Visual Computing and Machine Intelligence).

[Vitor Grade Tavares](#) and [Filipe Ribeiro](#) are the Coordinators of CTM.



Vitor Grade Tavares



Filipe Ribeiro

[CPES](#) is a world reference in large-scale integration of distributed energy resources. The Centre address the following main research areas: Decision Making, Optimisation and Computational Intelligence; Forecasting, Static and Dynamic analysis of Energy Grids; Reliability and Power Electronics. Part of CPES activity is developed in the Laboratory of Smart Grids and Electric Vehicles, located in INESC TEC headquarters, which supports the validation of major developments in a real environment.

[Manuel Matos](#) and [Ricardo Bessa](#) are the Coordinators of CPES.

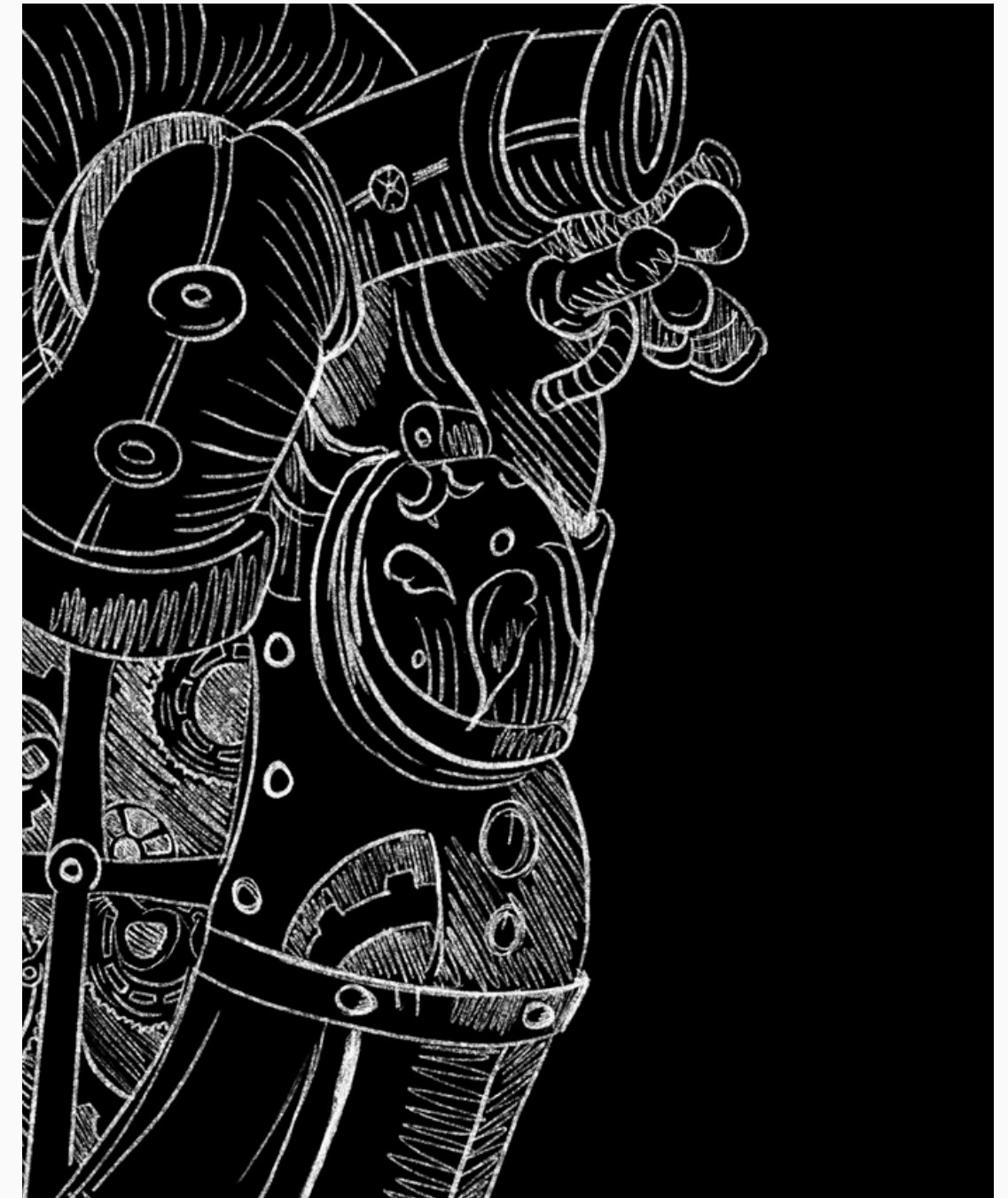
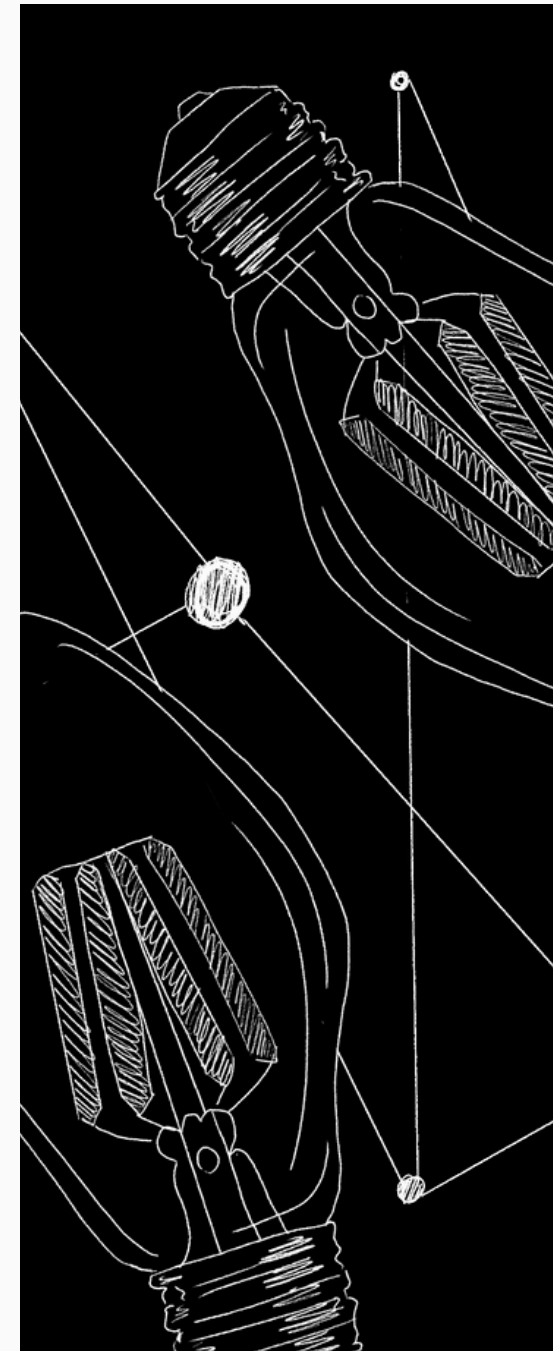


Manuel Matos



Ricardo Bessa

**INESC TEC innovation areas are represented by the TEC4 initiatives, namely:
TEC4SEA, TEC4AGRO-FOOD, TEC4INDUSTRY, TEC4ENERGY, TEC4HEALTH and TECPARTNERSHIPS.**





The Sea and the Oceans are increasingly being explored as strategic domains in multiple aspects: economic, political and military, social and environmental. The TEC4SEA initiative presents INESC TEC as a global major institution, capable of empowering the Blue Economy through sustainable approaches to exploit living ocean resources (aquaculture, marine biotechnology, stock forecasting and monitoring, fisheries and food processing) and non-living (deep and ultra-deepwater oil and gas, marine and deep-sea mining, offshore oil and gas (shallow water), dredging, ocean renewable energy, offshore wind energy).

[Eduardo Silva](#) is the Coordinator of [TEC4SEA](#) and [Ana Paula Lima](#) is the Business Developer.



COORDINATOR

[Eduardo Silva](#)



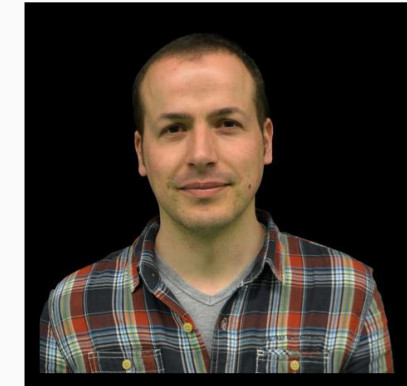
BUSINESS DEVELOPER

[Ana Paula Lima](#)



[TEC4AGRO-FOOD](#) is a new organisational approach that focuses on structuring the market-pull innovation process, as opposed to the science-push that occurs naturally in INESC TEC R&D Centres. The mission of TEC4AGRO-FOOD is to co-create the digital (r)evolution in agri-food and forestry, through research and technological development in digital technologies and robotics, for the creation of long-term value for INESC TEC, from customers, markets and relationships. The competencies of TEC4AGRO-FOOD, namely at the level of the main digital technologies involved in the ongoing agro-food and forestry digital (r)evolution, i.e., Internet of Things (IoT), Big Data, Robotics and Artificial Intelligence, are as follows: Robotics and Automation; Operations Management and Logistics; Supply and Collaboration Networks; Technology and Innovation Management; Business Intelligence; Decision Support Systems; Artificial Intelligence; Data Science and Machine Learning; Big Data; Digital Twins; Geographic Information Systems; Virtual Environments; Critical Systems Software; Image Processing and Analysis; Communications Networks and Photonics.

[Filipe Neves Santos](#) is the Coordinator of TEC4AGRO-FOOD and [André Sá](#) is the Business Developer.



COORDINATOR

[Filipe Neves Santos](#)



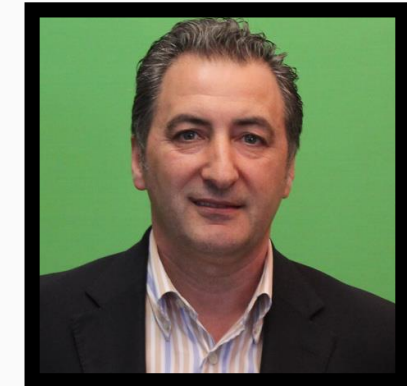
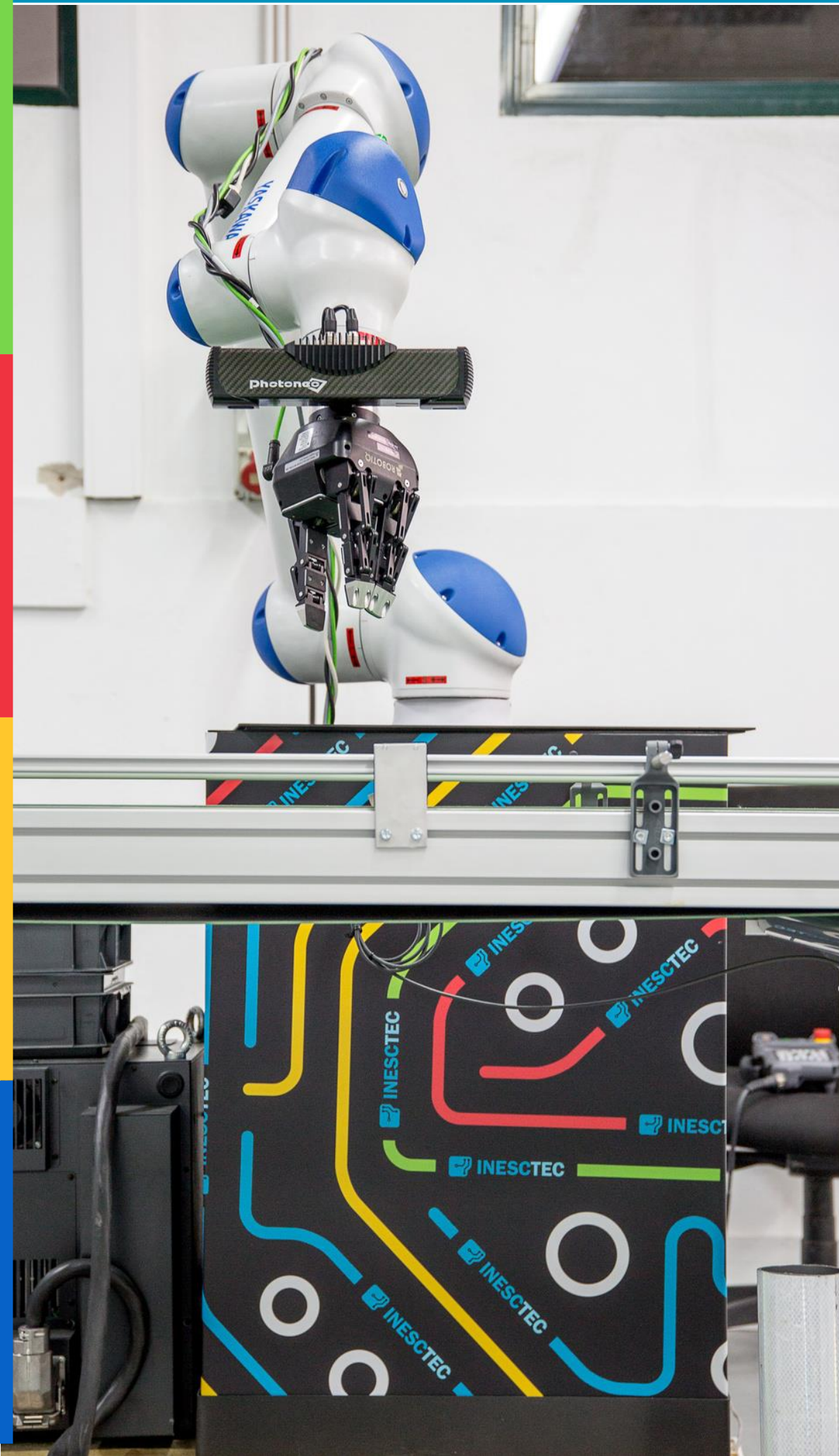
BUSINESS DEVELOPER

[André Sá](#)

TEC4 INDUSTRY

The [TEC4INDUSTRY](#) acts as INESC TEC vehicle for value-added scientific research, promoting the balance between the competencies of research centres and the needs of industry, and as a facilitator for the development of a stronger national industrial ecosystem, composed of disruptive and unique companies and technologies. TEC4INDUSTRY aims to support the Industry by addressing the sector's needs and challenges - with digital transformation, decarbonisation, sustainability or circular economy as main examples. The TEC4INDUSTRY initiative explores several application domains: Digital Transformation for Customised Production; Sustainable Business Models and Circular Economy; Factory Design and Operational Planning; Intelligent Production Systems for Customised Manufacturing; Human-centred Industrial Production; Industrial and Collaborative Robotics; Intelligent Logistics and Commerce; Predictive Maintenance and Sales Forecasting; Practical Education and Training in Industry; Advanced Descriptive, Predictive and Prescriptive Management; Flexible, Autonomous, Collaborative and Human-centred Production.

[Américo Azevedo](#) is the Coordinator of TEC4INDUSTRY and [António Almeida](#) is the Business Developer.



COORDINATOR

[Américo Azevedo](#)



BUSINESS DEVELOPER

[António Almeida](#)



[TEC4ENERGY](#) coordinates and leverages INESC TEC resources, skills and technologies to develop and transfer innovative solutions adapted to the needs of the energy ecosystem. The TEC4ENERGY initiative explores several application domains: Energy Systems Management; Energy Analytics, Forecasting Techniques for the Energy Sector; Large-scale Integration of Renewable Energy Sources; Operation of Distributed Energy Resources; Electric Mobility; Energy and Flexibility Management; Smart Grids; Multi-Energy Systems; Robotics for Intelligent Monitoring of Assets in the Energy Sector; Integrity Management and Operation of Electrical Assets; Photonics for Energy Sensing; Health and Safety Sensing of Energy Sector Operators; Immersive Training and Certification of Energy System Operators; Solutions for the Implementation of Smart Electricity Sensing and Cybersecurity and IoT for Electrical Infrastructures.

[João Peças Lopes](#) is the Coordinator of TEC4ENERGY and [Alberto Bernardo](#) is the Business Developer.



COORDINATOR

[João Peças Lopes](#)



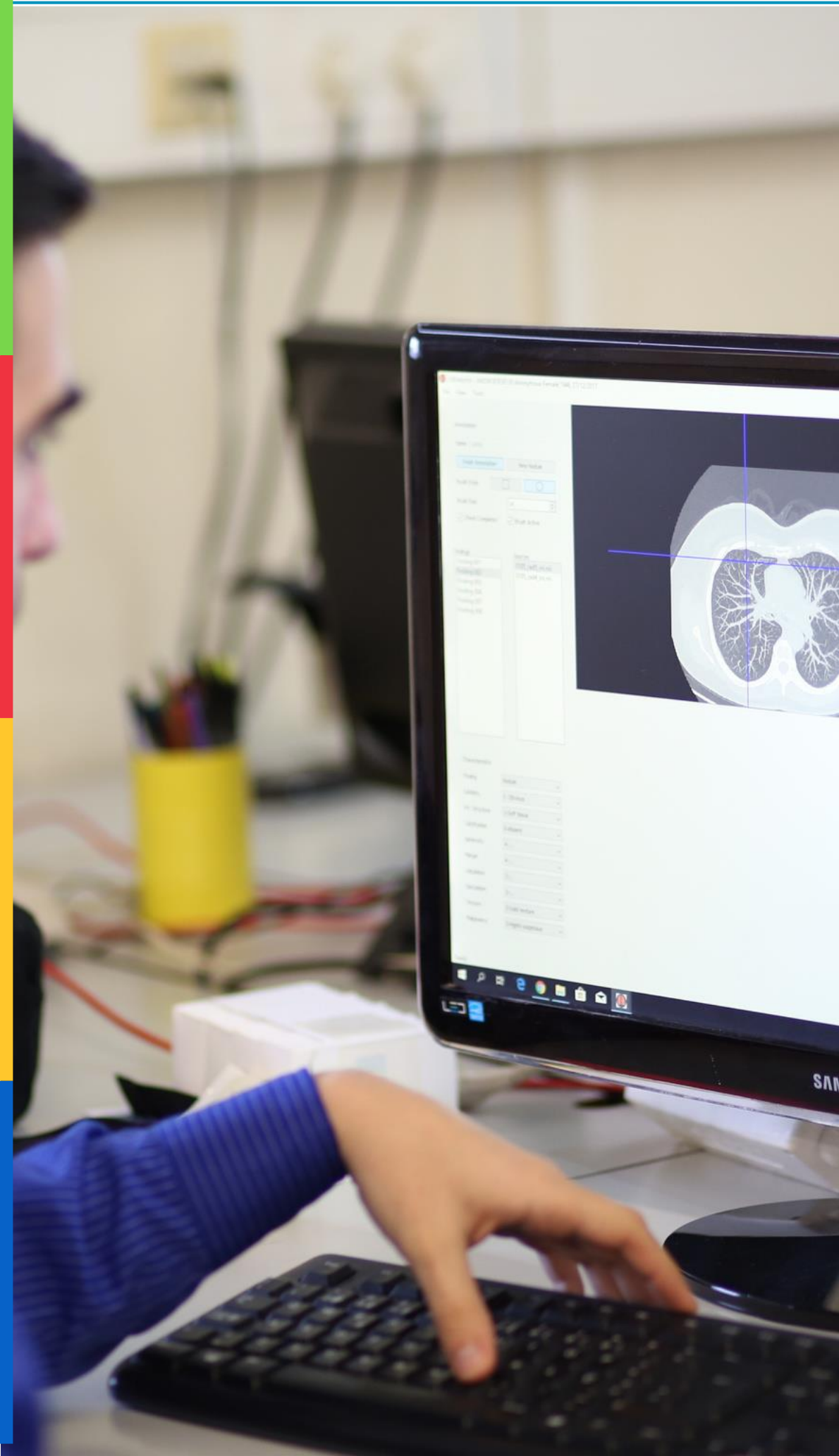
**BUSINESS
DEVELOPER**

[Alberto Bernardo](#)



The [TEC4HEALTH](#) initiative follows a market-pull approach to R&D, targeting all actors and processes in the value chain in the health and well-being sectors. In this sense, TEC4HEALTH explores activities in the healthcare sector in which technological needs and strategic roadmaps indicate a high potential for the application of INESC TEC competencies. The mapping of INESC TEC experience with regarding current global health challenges has led to the identification of the three main domains of application of TEC4HEALTH: cancer (breast, lung, colorectal, stomach, uterus and oesophagus), prevention/screening of diseases (chronic, disabilities and ageing) and neurological diseases (epilepsy, depression, Parkinson's, Alzheimer's and autism).

[Miguel Coimbra](#) is the Coordinator of TEC4HEALTH and [Carlos Ferreira](#) is the Business Developer.



COORDENADOR

[Miguel Coimbra](#)



**BUSINESS
DEVELOPER**

[Carlos Ferreira](#)

TEC PARTNERSHIPS

The main goal of the TECPARTNERSHIPS initiative is to facilitate the creation of science-based products and services, allowing the research developed in the institution and its associates to become value-added to companies and institutions, so they can address the technological challenges and benefit from INESC TEC experience in the sectors it operates. Considering the institution's research lines, TEC4PARTNERSHIPS analyses the best ways to contribute to the technological improvement of the new sectors: public administration, construction, defense and security, space, financial, online market and mobility.

[Augustin Olivier](#), [António Gaspar](#) and [José Nina Andrade](#) are the Business Developers of TEC4PARTNERSHIPS.



BUSINESS DEVELOPERS



[Augustin Olivier](#)



[António Gaspar](#)



[José Nina Andrade](#)



INESC TEC features a series of services to support the institution's R&D activities. These services are divided into three groups:

- **Business Development Services**
- **Organisation and Management Services**
- **Technical Support Services**

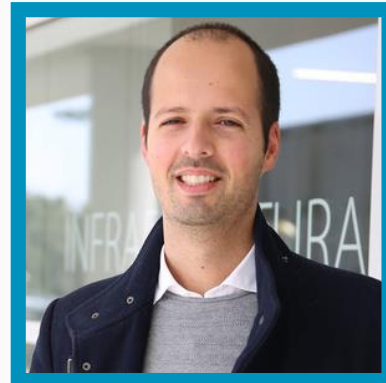
Four INESC TEC services fall into this category: Funding Opportunities Office (SAAF), Technology Licensing Office (SAL), Communication Service (SCOM) and International Relations Service (SRI).



Marta Barbas

Funding Opportunities Office (SAAF)

The [Funding Opportunities Office \(SAAF\)](#) aims to identify relevant funding opportunities to support INESC TEC's R&D&I activities, always according to the institution's mission and strategic objectives. This service also supports the elaboration and submission of proposals to the different financing programmes, in liaison with the R&D Centres and other Business Development Services. [Marta Barbas](#) is the Manager of this service, as well as Executive Advisor to the Board of Directors.



Daniel Vasconcelos

Technology Licensing Office (SAL)

The main mission of the [Technology Licensing Office \(SAL\)](#) is to protect and license technology developed at INESC TEC, working closely with the Legal Support Service, and CITE. In this sense, SAL is responsible for establishing and managing the processes of: internal scouting and dissemination of research results that can be protected by Intellectual Property (IP) rights; market and state-of-the-art assessment; definition of IP strategy; technology licensing; negotiation and monitoring of licensing contracts. The SAL is led by [Daniel Vasconcelos](#).

**Joana Desport Coelho****Sofia Maciel**

Communication Service (SCOM)

The [Communication Service \(SCOM\)](#) is responsible for the design and implementation of the institution's internal and external communication actions. The internal communication initiatives aim to promote a greater knowledge of INESC TEC activities among its community, namely through internal communication channels e.g., email, Mattermost or Intranet, and promote a greater interaction between the employees - through internal events like the Season Party, the Strategic Meeting, the Roasted Chestnuts Party, or other team building activities. Concerning external communication, SCOM focuses on promoting the institutional image at various levels, towards consolidating INESC TEC's prestige, also working together with researchers to promote and disseminate the science and innovation activities carried out at the institution. SCOM encompasses five main areas: content production, design and multimedia, organisation of events, support and/or leadership of the dissemination and communication activities of European and/or national projects and translation. [Joana Desport Coelho](#) is the Manager of SCOM. [Sofia Maciel](#) is the Assistant Service Manager.

**Andreia Passos**

International Relations Service (SRI)

The [International Relations Service \(SRI\)](#) was established to support INESC TEC in the design, implementation and systematic monitoring of the institution's internationalisation strategy. SRI activities spread across three operational areas: International Cooperation, through the promotion of actions that aim to establish and consolidate partnerships with foreign entities, promoting an managing international Science and Technology partnerships e.g., the UT Austin Portugal Program; International Mobility, by developing actions to welcome people from other countries (from the selection process to their first day at INESC TEC) and external mobility activities featuring INESC TEC employees; International Culture, by encouraging internationalisation in the institutional mindset, valuing interculturality as a prerequisite to open INESC TEC doors and ensuring the welcoming of top-level foreign delegations and visitors. The SRI is part of INESC TEC international hubs, namely Brazil, India and Brussels Hub. [Andreia Passos](#) is the Manager of SRI.



There are six INESC TEC services that fall into this category: **Legal Support (AJ)**, **Management Support (AG)**, **Accounting and Finance (CF)**, **Management Control (CG)**, **Secretarial Coordination (SECR)** and **Human Resources (HR)**.



Rita Barros

Legal Support Service (AJ)

The [Legal Support \(AJ\)](#) provides legal advice and appropriate action on most of the legal matters emerging within the INESC TEC universe, namely in the areas of human resources, institutional relations, project contracts and public procurement for goods, services and works. The service is committed to preserve the institution's best interests, not only preventively, ensuring that INESC TEC complies with national, European or other applicable legal frameworks, but also in order to repair any damage or minimise costs. [Rita Ribeiro Barros](#) is the Manager of AJ.



Isabel Macedo

Management Support Service (AG)

The [Management Support Service \(AG\)](#) promotes the coordination between the Board, R&D Centres and support services, ensuring process integration so that the institution provides a coordinated and coherent response. The AG also prepares and assures the operationalisation of the decision-making process at several levels, from the Board of INESC TEC to other empowered bodies at the institution. [Isabel Macedo](#) is the manager of AG.



Paula Faria



Libânia Caetano

Accounting and Finance Service (CF)

The [Accounting and Finance Service \(CF\)](#) is responsible for the financial management of the institution, while coordinating an executing the accounting activities and fulfilling other fiscal obligations, ensuring the mediation between INESC TEC and external parties, according to the BoD guidelines. The CF also ensures travel and purchasing processes and manages the institution's fixed assets and insurance. [Paula Faria](#) is the Manager of CF and [Libânia Caetano](#) is the Assistant Service Manager.



**Vanda Ferreira****Bárbara Maia**

Management Control Service (CG)

The [Management Control Service](#) (CG) is responsible for coordinating and executing the activities inherent to budgetary planning and control, and also for producing, coordinating and disseminating management information in order to make sure that all resources are obtained and used effectively and efficiently, so as to fulfil the purposes of the institution. The CG also monitors the financial management of different projects. The Service is also responsible for reporting to funding agencies regarding funded projects and for the respective reimbursement of expenses. The CG monitors funded projects to guarantee compliance with funding agencies' terms and conditions by working closely with researchers and providing training whenever necessary. [Vanda Ferreira](#) is the Manager of CG and [Bárbara Maia](#) is the Assistant Service Manager.

**Ana Isabel Oliveira****Grasiela Almeida**

Secretarial Coordination (SECR)

The [Secretariat Coordination](#) (SECR) coordinates both the Administration secretariat ([Ana Isabel Oliveira](#)) and the secretariat of the Centers and Services ([Grasiela Almeida](#)), in order to ensure consistency in the typical procedures of this function, as well as to ensure homogeneity and control compliance with internal rules and procedures, in close coordination with the various organization and management services.

**Margarida Gonçalves**

Human Resources Service (RH)

The [Human Resources Service](#) (HR) coordinates and executes all activities pertaining to human resources administrative management and to the implementation of HR related policies, according to the applicable law, internal regulations and guidelines provided by the Board of Directors. [Margarida Gonçalves](#) is the Assistant Service Manager.

There are four INESC TEC services that fall into this category: **Systems Administration Service (SAS)**, **Management Information Systems Service (SIG)**, **Networks and Communications Service (SRC)** and **Infrastructures Maintenance Service (SGI)**.



Jaime Dias

Systems Administration Service (SAS)

The [System Administration Service \(SAS\)](#) is responsible for managing servers, computer systems and collaborative applications, while supporting users (helpdesk and software registration) and R&D activities. The SAS is also responsible for managing the INESC TEC Living Lab, in collaboration with Centres and other Services, to enable INESC TEC's building and infrastructures as real life testbeds while promoting R&D results. [Jaime Dias](#) is the Manager of SAS.



Gil Coutinho

Networks and Communications Service (SRC)

The [Network and Communications Service \(SRC\)](#) aims to address the communication needs of INESC TEC and ensure all voice and data resources. The SRC installs and monitors local communication infrastructures and implements/monitors network-based services, providing the necessary support. [Gil Coutinho](#) is the Manager of SRC.



Jorge Couto

Infrastructures Maintenance Service (SGI)

The [Infrastructure Management Service \(SGI\)](#) ensures the adequate management and maintenance of INESC TEC's buildings and infrastructures. [Jorge Couto](#) is the Manager of SGI.

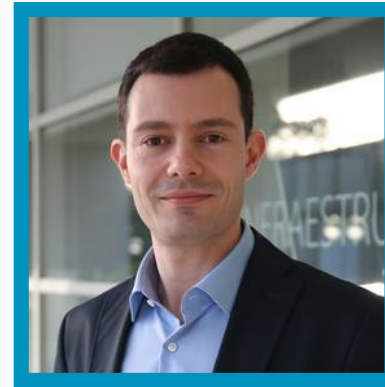


José Carlos Sousa

Management Information Systems Service (SIG)

The [SIG](#) is in charge of the development and maintenance of INESC TEC's management information system. [José Carlos Sousa](#) is the Manager of SIG.

Following the full implementation of the General Data Protection Regulation (2018), INESC TEC decided to nominate a Data Protection Officer (DPO), supported by a multidisciplinary team (Data Protection Group - GPD), reporting directly to the BoD. Vasco Rosa Dias is the DPO, and his email address dpo@inesctec.pt.



Vasco Rosa Dias

The Data Protection Officer benefits from a unique legal status, with the crucial role of informing and advising the Board of Directors, as well as INESC TEC employees, on their obligations regarding data protection, thus promoting the awareness and training of HR on the same topics. The DPO is responsible for monitoring the compliance with applicable data protection legislation, as well as the policies and procedures established to meet said legislation, namely through audits and regular monitoring of activities. The DPO acts as a mediator with competent sectoral authorities, ensuring the fundamental rights of data owners - either internal HR or external third parties with connection to INESC TEC.





Data Protection Officer (DPO)

The legislation applicable to the protection of personal data imposes relevant responsibilities on organisations, and it covers all INESC TEC activities - including the research and development actions - carried out by Centers and services; moreover, legal compliance depends on the individual performance and commitment of everyone at the institution.

You can participate in data protection courses designed to improve knowledge on data protection and associated themes; please check [INESC TEC Moodle](#). Please keep in mind that training and awareness of this topic is crucial to protect the rights of third parties and INESC TEC interests.

In addition to the online course, you can also attend seminars or other regular awareness-raising activities promoted by the GPD.

If you have any questions related to the GDPR, whether within the scope of a project or any other context, do not hesitate to contact the GPD through the email address dpo-global@inesctec.pt and via the [Ticket platform](#). You can also contact the Data Protection Officer directly via the email address dpo@inesctec.pt. For more information, please check the Intranet section dedicated to [this](#) theme, namely on the "Documentos" section, where you can find guidelines, procedures, templates and other relevant documents.



Diversity and Inclusion, Ethics, Conflict of Interest Management and Social Responsibility

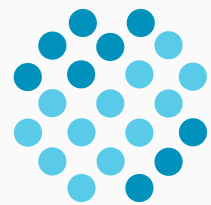
There are other non-statutory bodies that are responsible for addressing certain priorities that INESC TEC values; this fact led to the establishment of commissions and/or work groups dedicated to said matters: Diversity and Inclusion, Ethics, Conflict of Interest Management and Social Responsibility.



**Diversity
and Inclusion**



**Social
Responsibility**



**Ethics
Commission**



**Conflict of Interest
Management**



Diversity and Inclusion

INESC Tec's Diversity and Inclusion (D&I) Commission was established in September 2021; its main mission is to present and implement a D&I programme at the institution.

The Commission is composed of INESC TEC employees, belonging to different Centres/services, who work together to adopt the best practices at the institution, thus contributing to a culturally and socially inclusive environment for all. For more information, please check the Intranet [page](#).

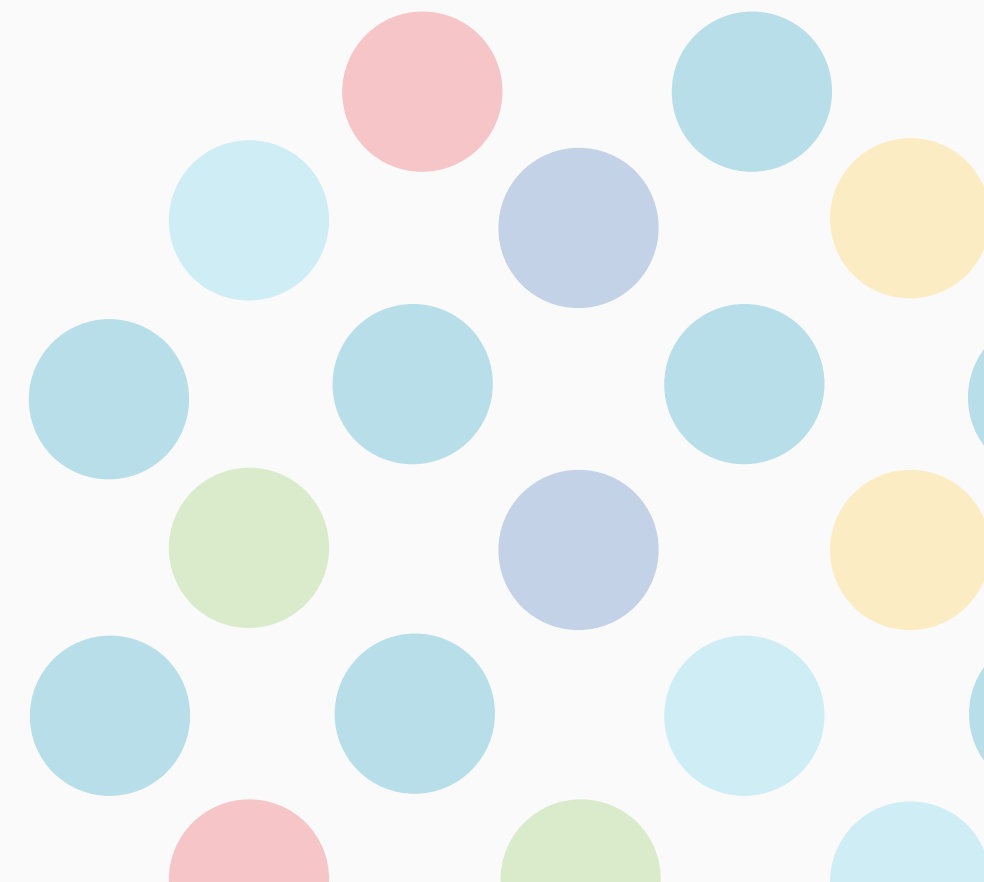
If you wish to contact the D&I Commission directly, please do it via the e-mail diversity@inesctec.pt.



Ethics Commission

The INESC TEC Ethics Commission ensures the monitoring and promotion of standards of integrity, transparency and accountability in the different areas of INESC TEC research, issuing opinions on project proposals that may include ethical issues and implementing INESC TEC's Code of Ethics.

Said Code of Ethics systematises and formalises the ethical and deontological principles that should guide INESC TEC institutional and individual actions during the fulfilment of the institution's mission. For more information, please check the Intranet [page](#). If you wish to contact the Ethics Commission directly, please do it via the e-mail etica@inesctec.pt.





Conflict of Interest Management

The conflict-of-interest management policy of INESC TEC applies to all employees classified as integrated human resources, and to other employees who participate regularly in the activities of the institution and have a formal contractual relation with INESC TEC.

All employees must complete the [form](#) available on the Intranet, describing their external activities, the relevant activities of direct family members, and/or the relevant financial interests in any related external entity. This declaration of interests must be updated annually (without prejudice to other updates, by the employee's own initiative), and prior to any changes that may occur - in the case of external activities - or within 30 days after the occurrence of said change, in all other cases. It's important to mention that the conflict of interest management policy covers only human resources actively performing their duties; the declaration is destroyed within a maximum period of 12 months after the termination of the contractual relationship.

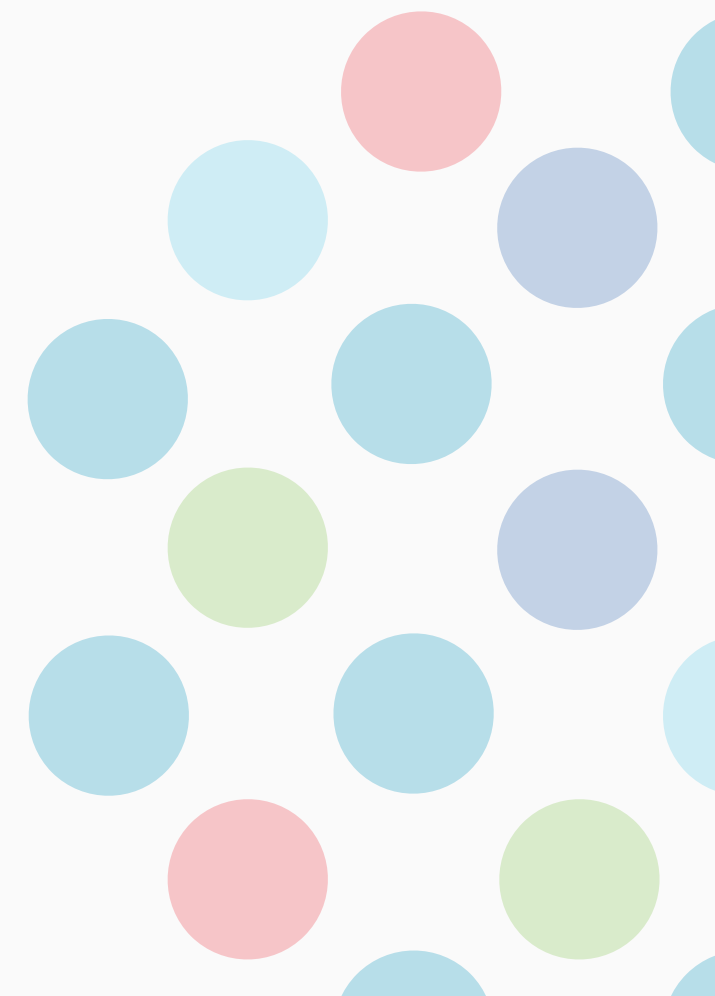


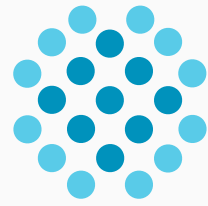
Social Responsibility

In November 2018, a work group composed of employees from different Centres and services was established to perform a thorough diagnosis of the social responsibility status in the institution.

In November 2018, a work group composed of employees from different Centres and services was established to perform a thorough diagnosis of the social responsibility status in the institution. Following the results of said diagnosis, in October 2019, this Commission was formally established; the main mission is to incorporate social responsibility into INESC TEC's organisational practices and culture. The Technical Commission for Social Responsibility, which focuses on two dimensions – internal (comprising organisational principles, employees and the environment) and external (focusing on society and the market) -, has a renewed mandate every two years. For more information, please check the Intranet [page](#).

If you wish to contact the Technical Commission for Social Responsibility directly, please do it via the e-mail responsabilidade-social@inesctec.pt.



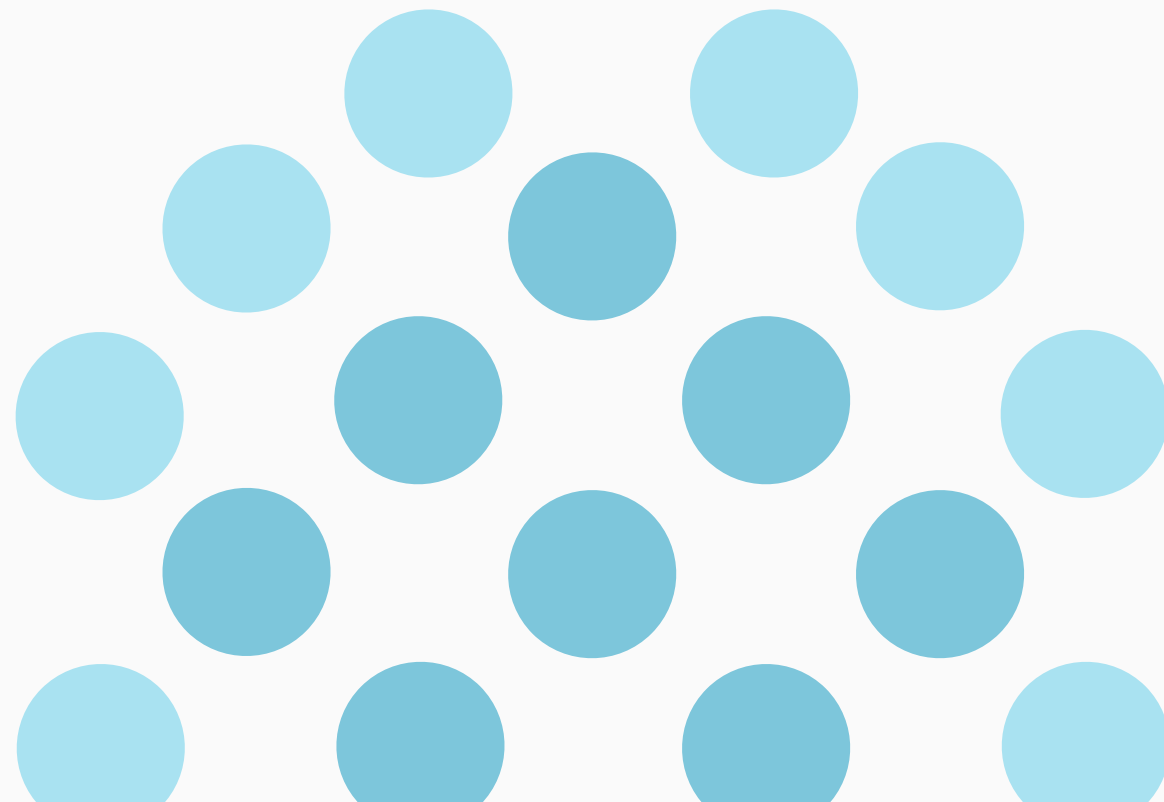


Workers' Commission (CT)

The INESC TEC Workers' Commission is a way for workers to democratically organise themselves for the collective exercise and pursuit of their rights and interests before the Board of Directors.

This Commission, recognised in the Labour Code, focuses on monitoring the acts of (re)organisation and management in the institution, namely participating in the restructuring process, in the design of professional training plans and reports, in procedures related to the change of working conditions, and in the preparation of labour legislation and social work of INESC TEC. All the institution's workers have an active voice, with this Commission democratically elected by the workers, with full powers and rights regarding its intervention. If you wish to contact the Workers' Commission directly, please do it via the e-mail commision.workers@inesctec.pt.

For more information and official documents, please check the Intranet [page](#).





WELCOMING GUIDE

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