

**NOTICE OF COMPETITION FOR TWO RESEARCH INITIATION GRANT IN THE AREA OF HUMAN
RESOURCES MANAGEMENT – SINES NEXUS PROJECT**

Bearing in mind Regulation No. 437/2020 on Research Grants of the Polytechnic Institute of Setúbal, published in the 2nd series of the Official Gazette No. 83, of April 28, it is made public that, by order of 19-05-2025 from the President of the IPS, a competition is open for the award of **two Research Initiation Grant (RIG) aimed at carrying out R&D activities** for candidates **enrolled in a Degree, in the area of Human Resources Management**, within the scope of the Sines Nexus project, financed through Recovery and Resilience Program (PRR) **with the period for receiving applications from 29-05-2025 to 12-06-2025**, in accordance with the following conditions:

- 1. Duration of the Scholarship** - The grants last for 10 months, possibly renewable for up to 12 months, including the first contract, if it does not exceed the final execution date of the respective project.
- 2. Recipients** - The scholarship is intended for candidates with the following profile:
 - Students enrolled in a degree course in Human Resources Management or related areas;
 - Knowledge of human resources administrative management, organizational communication and training management;
 - Sense of responsibility and ability to communicate and integrate into multidisciplinary work teams.
- 3. Financial component** - According to the Table, contained in Annex I to the FCT Scholarship Regulation, approved by Regulation No. 950/2019, published in the Diário da República, 2nd series of December 16 (updated version), the value of the Scholarship corresponds to **€ 651,12** being paid monthly, by bank transfer.
- 4. Workplace** - The work will be carried out exclusively at the Marketing and Logistics Department of the Escola Superior de Ciências Empresariais under the scientific supervision of Professor Tiago Pinho.

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5. Activity plan - The candidate will perform functions in one of the Work Packages (WP) in which IPS is participating:

- WP1 - Open data collaboration platform and/or
- WP2 - Nexus applications powered by AI and/or
- WP3 - Smart gates and terminals and/or
- WP5 - Smart logistics and/or
- WP8 - Green and energy solutions for ports and logistics and/or
- WP9 - Advanced capacity building and HR training

6. Assessment and ranking criteria:

6.1. Curriculum and Motivational Letter Assessment (CV+ML) – (scale of 0-15 values)

a) Academic training (weighting of 0.30) - maximum 15 values

Degree in Human Resources Management	15 val.
Registration for a degree in a related field	10 val.
Registration for a degree in another scientific area	0 val.

**b) Analysis of knowledge in international transport systems in the port area
(weighting of 0,20) - maximum 15 values**

Com conhecimentos em gestão administrativa de recursos humanos, comunicação organizacional e gestão da formação (e.g., participação em projetos de investigação, comunicações, artigos publicados)	15 val.
Com conhecimentos em gestão administrativa de recursos humanos, comunicação organizacional e gestão da formação	10 val.
Sem conhecimentos em gestão administrativa de recursos humanos, comunicação organizacional e gestão da formação	0 val.

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c) General analysis of the Curriculum Vitae (weighting 0,30) - maximum 15 values

Very good	15 val.
Good	10 val.
Satisfies	5 val.
Does not satisfy	0 val.

d) General analysis of the Letter of Motivations (weighting 0,20) - maximum 15 values

Very good (presents motivational factors related to the activities to be performed as a scholarship holder duly framed in the role)	15 val.
Good	10 val.
Satisfies	5 val.
Does not satisfy	0 val.

6.2. Selection Interview (scale of 0-5 values)

In the interview, 4 evaluation parameters are defined and their classification results from the following formula: $E=MI+TTK+CS+VEF$

- Motivation and Interest (MI)
- Theoretical and Technical Knowledge (TTK)
- Critical Sense (CS)
- Verbal Expression and Fluency, including in English (VEF)

Each parameter is valued from 0 points to 1.25 points according to the candidate's demonstration of competence or behavior.

When provided for in the competition notice, the interview is a compulsory and eliminatory selection method.

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- 6.3.** The classification of each candidate will be calculated by the sum of the values obtained in the **CURRICULAR EVALUATION** and in the **SELECTION INTERVIEW**.
- 6.4.** The classification of each candidate will be calculated by the sum of the values obtained in the selection methods specified in the previous point and the ordering of the candidates will be expressed on a scale of 0 to 20 values, rounded to the nearest tenth.
- 6.5.** For the candidate to be admitted, they must achieve a minimum total classification of 9.5 values and must have obtained at least half of the maximum possible score in Curriculum Assessment method.
- 6.6.** In the event of a tie, the one who achieved the highest rating in the Interview component will be used as the tiebreaker.
- 6.7.** Based on the final ranking list, a recruitment reserve will be created, which will be used to potentially hire successful candidates in the event of withdrawal from those placed in positions eligible for hiring.
- 7. Application documents** - The application must be accompanied by the following documentation:
- Letter of motivation addressed to the President of the IPS;
 - Candidacy form;
 - Detailed CV;
 - Certificates of qualifications for academic degrees held;
 - Proof of student status for the course and degree attended at a Portuguese Higher Education Institution, issued by the respective academic services;
 - Proof of residence permit in Portugal (for applicants without Portuguese citizenship).
- 8. How to submit your application** - The application must be made by filling out the standard form, available on the IPS website, at www.ips.pt and sent to bolsas.investigacao.dgp@ips.pt or through the address, Campus do IPS, Estefanilha, 2910 761 Setúbal, until the application deadline.

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9. The jury is made up of:

President

Doutor Tiago Miguel Santa Rita Simões de Pinho, Professor Coordenador da Escola Superior de Ciências Empresariais/IPS.

Effective vowels

Doutora Maria Helena Gonçalves Martins, Professora Adjunta da Escola Superior de Ciências Empresariais/IPS;

Doutor Nelson Jorge Gaudêncio Carriço, Professor Adjunto da Escola Superior de Tecnologia do Barreiro/IPS.

Substitute members

Doutor Ana de Jesus Pereira Barreira Mendes, Professora Coordenadora da Escola Superior de Ciências Empresariais/IPS.

- 10. Applicable legislation and regulations** - The scholarship is awarded under Law No. 40/2004 of August 18, in its updated version (Statute of the Scientific Research Fellow) and Regulation of Scholarships and Research of the Foundation for Science and Technology, available for consultation at <https://www.fct.pt/apoios/bolsas/regulamento.phtml.pt>

Instituto Politécnico de Setúbal,