

**NOTICE OF COMPETITION FOR TWO INITIATION SCHOLARSHIPS TO RESEARCH –  
GRADUATION STUDENTS IN THE AREA OF HUMAN RESOURCES MANAGEMENT OR RELATED  
AREAS – 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 17-03-2025 from the President of IPS, a competition is open for the award of **two Research Initiation Grants(RIG) aimed at carrying out R&D activities** for students enrolled in a Degree, **in the area of Human Resources Management or Related Areas**, within the scope of the Sines Nexus project, financed through Recovery and Resilience Program (PRR) **with the period for receiving applications from 26-03-2025 to 08-04-2025**, in accordance with the following conditions:

- 1. Duration of the Scholarship** - The grants last for 8 months, possibly renewable up to 12 months, including the first contract, as long as it does not exceed the final date of execution of the project.
- 2. Recipients** - The scholarships are intended for candidates with the following profile:
  - Students enrolled in a degree in the areas of Human Resources Management, or related area;
  - Knowledge of in administrative management of human resources, 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, on an exclusive basis, in the Department of Marketing e Logistics of Escola Superior de Ciências Empresariais , under the scientific guidance 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 e/ou

WP2 – AI Powered Nexus Applications e/ou

WP3 – Smart Gates and Smart Terminals e/ou

WP5 – Smart Logistics e/ou

WP8 – Green and Energy solutions for Ports and Logistics e/ou

WP9 – Advanced Capacitation and Training of HR.

**6. Assessment and ranking criteria:**

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

**a) Academic training (weighting of 0,30) - maximum 15 values**

|   |         |
|---|---------|
| Enrollment in a degree course in the area of Human Resources Management | 15 val. |
| Enrollment in a degree course in related areas                          | 10 val. |
| Enrollment in a degree course in other scientific area                  | 5 val.  |

**b) Analysis of knowledge in the area in administrative management of human resources, organizational communication and training management (weighting of 0,20) - maximum 15 values**

|  |         |
|--|---------|
| With knowledge at in administrative management of human resources, organizational communication and training management (e.g., participation in research & development projects, communications, published articles) | 15 val. |
| With knowledge in the area of in administrative management of human resources, organizational communication and training management  | 10 val. |
| No knowledge in administrative management of human resources, organizational communication and training management   | 5 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 mandatory 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 **MOTIVATION LETTER** and in the **SELECTION INTERVIEW**.
- 6.4.** The ordering of candidates will be expressed on a scale of 0 to 20 values, rounded to the nearest tenth, according to the valuation attributed to the criteria previously specified.
- 6.5.** In order the candidate be approved in the competition, they must achieve a minimum total score of 9.5 points and must have obtained at least half of the maximum possible score in the Curricular 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 on the course and degree attended by a Portuguese Higher Education Institution, issued by the respective academic services;
  - Proof of residence permit in Portugal (for candidates without Portuguese citizenship or another Member State of the European Union).
- 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](http://www.ips.pt), in the Central Services/DICI/Research Grants tabs, and sent to [bolsas.investigacao.dgp@ips.pt](mailto: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**

Doutora 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.