

FCT-Tenure – 1st Edition

Evaluation Guide

18 DECEMBER 2023



This **Evaluation Guide** sets out the details of the evaluation process and the procedures adopted for the 1st Edition of the FCT-Tenure Call, which was announced by FCT on November 2, 2023. It complements the legal documents establishing the rules of this Call, namely the [Call for Applications](#) (“*Aviso de Abertura*”, in Portuguese only) and the [Regulamento do Emprego Científico](#) (Scientific Employment Regulation), in its current version (updated on October 2023, *Regulamento n.º 1083/2023*).

On the [FCT-TENURE Call](#) webpage, you will also find the Application Guide, a template of the Application form and a section of Frequently Asked Questions (FAQ).

The period of applications submission is mentioned on the Call for Applications and the FCT-TENURE Call webpage.

Contents

| | |
|--|----|
| I. FCT OVERVIEW..... | 4 |
| II. THE FCT-TENURE PROGRAMME | 4 |
| III. EVALUATION CRITERIA..... | 5 |
| 3.1 Criterion A..... | 5 |
| 3.1.1 Sub-criterion A1 – Hiring Institution strategy | 6 |
| 3.1.2 Sub-criterion A2 – Hosting conditions of the Hiring Institution | 7 |
| 3.2 Criterion B..... | 7 |
| 3.2.1 Sub-criterion B1 – Scientific profile and rationale | 8 |
| 3.2.2 Sub-criterion B2 – Adequacy and relevance of the benefits and resources offered to the candidate | 8 |
| 3.2.3 Sub-criterion B3 – Alignment with the strategy(ies) of the Host Institution(s) and expected impact of the new position | 8 |
| IV. SCORING SYSTEM..... | 10 |
| V. EVALUATION PROCESS | 11 |
| 5.1 Constitution of the Evaluation Panels..... | 11 |
| 5.2 Confidentiality and Conflicts of Interest | 13 |
| 5.2.1 Confidentiality Statement..... | 13 |
| 5.2.2 Conflicts of Interest (Col)..... | 13 |
| 5.3 Evaluation stages and methodology | 14 |
| 5.3.1 Applications eligibility | 14 |
| 5.3.2 Applications assignment..... | 15 |
| 5.3.3 Evaluation stages..... | 16 |
| 5.4 Selection of Applications for Funding | 20 |
| 5.5 Preliminary Hearings..... | 21 |
| VI. FEEDBACK TO APPLICANTS..... | 21 |
| APPENDIX I – Scientific domains: main and secondary scientific areas, corresponding subareas | 23 |

I. FCT OVERVIEW

Fundação para a Ciência e a Tecnologia, I.P. (FCT), the Portuguese Foundation for Science and Technology, is the Portuguese public agency that funds and supports Science and Technology in all areas of knowledge. FCT promotes excellency and search for talent through advanced training and consolidation of scientific careers, supports Research Units/Centres, fosters international competitiveness and visibility of Research and Innovation carried out in Portugal, facilitates access to state-of-the-art Research Infrastructures, and encourages knowledge transfer.

Through competitive Calls with peer review, FCT funds people (by awarding doctoral scholarships and scientific employment contracts for PhD holders), ideas (through R&D Project grants), institutions (Research Units, Associate Laboratories¹, Collaborative Laboratories², Research Infrastructures and Clinical Academic Centres), as well as International Cooperation.

II. THE FCT-TENURE PROGRAMME

FCT-Tenure is a new FCT funding instrument designed to promote the hiring of researchers holding a PhD exclusively for permanent positions. The FCT-Tenure programme is planned to be launched every two years and will be a central instrument both to stabilize careers and research plans and to create an attractive and sustainable career horizon for early career researchers.

The FCT-Tenure programme is aimed at reducing precariousness at work of researchers currently working or having worked in Portugal, while supporting Research and Development (R&D) activities.

The FCT-Tenure current edition co-funds up to 1000 positions. 400 additional positions are expected to be co-funded in the context of the 2025 edition. The programme is aimed at SNCT's institutions, which may apply for funding of the career positions that will be granted through international calls.

¹ Composed of one or more R&D Units, the Associate Laboratories are formally consulted by the Government on the national scientific and technological policy and contribute for public policies on societal challenges according to their areas of activity, among other objectives.

² Consortia between Academia and private Companies, as well as other non-Academic entities, oriented for the promotion of qualified employment and generation of social and economic value.

FCT-Tenure operates on a co-funding model and allows researchers to be integrated into both the research (ECIC) and the teaching careers (ECDU, ECPDESP), or equivalent careers in case of private institutions, assuming a limit of 4 hours per week, on average, of dedication to teaching regardless of the career, and during the co-funding period.

The co-funding will last for a maximum of 3 years for each position allocated to the teaching careers and up to a maximum of 6 years for each position allocated to the research career, covering two thirds of the salary costs of each position in the first 3 years for both careers, and one third in the second three years in the case of hiring for the research career or equivalent.

The FCT-Tenure co-funding will only be eligible when the selected PhD holder has previously had a fixed-term post-doctoral work contract or research fellowship in a Portuguese institution. Whenever the Hiring Institution chooses a candidate for an FCT-Tenure position that does not comply with the eligibility criteria mentioned above, the institution will be allowed to launch a new job announcement for the same scientific area for recruitment of a PhD holder meeting the eligibility criteria.

III. EVALUATION CRITERIA

The evaluation criteria, and their relative weight, are the following:

- A. **Hiring Institution's strategy to stabilizing careers and attracting and retaining talent**
(40% weight in the final score)

- B. **Scientific profile, rationale and impact of the position** (60% weight in the final score)

3.1 Criterion A

Criterion A evaluates the Hiring Institution's strategy for attraction, retention, and stabilization of human resources, namely the plan for enlarging and renewing their current critical mass of faculty members, either researchers or professors, the hosting conditions offered, as well as the scientific areas to be reinforced or to be developed with the new contracts. Whenever applicable, strengthening links with Research Units or Associate Laboratories and non-academic entities will also be assessed.

The assessment of this criterion should consider the guidelines of the [European Charter for Researchers](#), as well as the recent recommendations of the [European Council](#).

The evaluation scores and comments of this criterion will be identical for all positions requested by the same Hiring Institution. This criterion will be evaluated by the Coordinating Panel (constituted by all Chair and Co-chairpersons of the Evaluation Panels).

Criterion A is divided into two sub-criteria, A1 and A2, and calculated with the following formula:

$$A = 0.6 A1 + 0.4 A2$$

3.1.1 Sub-criterion A1 – Hiring Institution strategy

The strategy of the Hiring Institution for attraction, retention, and stabilization of human resources for 2025-2028 should be assessed considering the following aspects:

- i) Adequacy of the strategy to the main institutional and scientific objectives of the Hiring Institution to consolidate its research workforce and research areas, renew staffing, enhance talent attraction and retention efforts during the period of 2025-2028. Please take into account the current workforce, the retirement timeline until 2028, the overall profile of the FCT-tenure positions proposed, as well as the Hiring Institution's institutional and scientific goals for the same period.
- ii) Innovativeness and alignment with the European policies and recommendations mentioned above, aiming to strengthen careers, and attract and retain talents.
- iii) Innovativeness and alignment with international best practices concerning knowledge advancement, transfer and/or outreach.
- iv) Strengthening links and synergies with Research Units and/or Associate Laboratories (if applicable). Please take into account the role played by R&D Units and/or Associate Laboratories in the institution's scientific strategy and hiring plan, and how this is ensured by internal governance procedures (if applicable).
- v) Strengthening links and synergies with non-academic institutions (if applicable).

3.1.2 Sub-criterion A2 – Hosting conditions of the Hiring Institution

The hosting conditions of the Hiring Institution should be assessed considering the following aspects:

- i) Implementation of the European policies and recommendations mentioned above, with regard to improving working conditions for research careers.
- ii) Appropriateness of the initiatives aimed at guaranteeing a proper balance between teaching and research duties for new researchers hired in the teaching careers (if applicable).
- iii) Alignment with the European policies and recommendations, namely those mentioned above, regarding inclusiveness, work and private life balance, gender balance, and parenthood conditions in both research and teaching careers.
- iv) Alignment of the Hiring Institution with the Host Institutions that are part of this application, including the non-academic entities (when applicable), in what concerns the recruitment and integration of researchers for different careers, and the financial support provided by each institution.

3.2 Criterion B

Criterion B evaluates the specific elements of each position proposed for co-funding, including its scientific profile and description, the rationale justification for the need to hire, the framing of the position and the expected impacts on the scientific strategy and objectives of the Hiring Institution, and of additional Host Institutions (if applicable). It is also to be considered, when applicable, the alignment of the proposed position with the scientific priorities and objectives of the Research Unit or Associate Laboratory that will host the researcher. Additionally, synergies between the Hiring Institution and the Research Unit or Associate Laboratory concerning their scientific objectives and agendas are an element of positive evaluation. The same criteria apply to synergies between the Hiring Institution and non-academic entities, such as Chairs (“Cátedras”) UI/LA and Non-academic Chairs.

On the contrary, any rationale for the opening of a position exclusively based on teaching service needs is negatively evaluated.

Criterion B is divided into 4 sub-criteria, and calculated with the following formula:

$$B = 0.4 B1 + 0.2 B2 + 0.4 B3$$

3.2.1 Sub-criterion B1 – Scientific profile and rationale

The scientific profile and description of the proposed position (areas in which the hired PhD holder will develop their research) should be assessed considering the following aspects:

- i) Relevance of the scientific profile of the proposed position in the context of the state-of-the-art for the respective scientific subarea(s) and the context of the involved Institution(s).
- ii) Suitability of the rationale for the requested position.

3.2.2 Sub-criterion B2 – Adequacy and relevance of the benefits and resources offered to the candidate

The benefits and resources offered by the Hiring and the additional Host Institutions (if existing) to the selected candidate should be assessed considering the following aspects:

- i) The way the benefits and resources contribute to attract the best-fitted researchers to the scientific profile of the position.
- ii) The way the benefits and resources contribute to the research activities to be developed by the selected candidate. Whenever applicable, please take into account any additional benefits provided by a non-academic Institution.

3.2.3 Sub-criterion B3 – Alignment with the strategy(ies) of the Host Institution(s) and expected impact of the new position

The expected impact and relevance of the requested position should be assessed considering the following aspects:

- i) The way the profile of the requested position aligns with and has a positive impact on the Hiring Institution's strategy and objectives (described in section "Context, expected impact, and relevance of the scientific profile").

- ii) The way the profile of the requested position aligns with and has a positive impact on the additional Host Institution(s)'s strategy(ies) and objectives, when applicable (described in section “Context, expected impact, and relevance of the scientific profile”).
- iii) Expected synergies among the institutions involved in the position request, including non-academic institutions (if applicable).
- iv) Potential for synergies with institutions other than those involved in the position.
- v) Impact on the advancement of knowledge.
- vi) Impact on knowledge transfer, innovation, and outreach.
- vii) Impact on the training of young researchers.
- viii) Impact on the national scientific community and/or on the Hiring and Host Institutions, by providing support in areas where specific skills are necessary for operating state-of-the-art research and technology infrastructures, as well as research management roles, if applicable and aligned with these institutions' strategy and profile.
- ix) Potential redundancy with other positions proposed in the same FCT-Tenure application.

Proposals classified as Chair (“Cátedra”), and the associated information (contained in the Commitment declaration and co-funding provided by the Research Unit, Associate Laboratory, or non-academic institution) should be positively evaluated, as they guarantee a high level of synergies with the strategies of Research Units and/or Associate Laboratories, and/or knowledge transfer to non-academic institutions, excluding the case of simple patronage support without a clear scientific return.

IV. SCORING SYSTEM

The assessment of each criterion uses a **10-point scale, using 0.1 increments**. The maximum score is 10.0 and the minimum is 1.0, as presented in Table I.

Table I – Qualitative descriptors associated to the 10-point scale.

| Score | Guidance for the sub-criteria evaluation |
|------------|--|
| 9.0 - 10.0 | The proposal successfully addresses all relevant aspects of the sub-criterion in question. Any shortcomings are minor or inexistent. |
| 7.0 - 8.9 | The proposal addresses the sub-criterion very well, but improvements are still possible |
| 5.0 - 6.9 | The proposal addresses the sub-criterion well, but improvements would be necessary |
| 3.0 - 4.9 | The proposal broadly addresses the sub-criterion, but with some weaknesses |
| 1.0 - 2.9 | The proposal addresses the sub-criterion in an inadequate manner, or with serious weaknesses |

The following situations are considered **non-assessable**:

- Applications submitted in a language other than English.
- If the scientific subarea does not match the position's description and the Panel agrees that the scientific profile of the position strays considerably out of the Panel's scope (not applicable to multi/interdisciplinary profiles).

The final score (FS) is given by the following formula and will be presented with two decimal places:

$$FS = 0.4 A + 0.6 B = 0.4 (0.6 A1 + 0.4 A2) + 0.6 (0.4 B1 + 0.2 B2 + 0.4 B3)$$

In cases of ties in the FS, the tie-breaking criteria will be:

- a) score awarded to B.
- b) score awarded to B1.
- c) score awarded to B3.

V. EVALUATION PROCESS

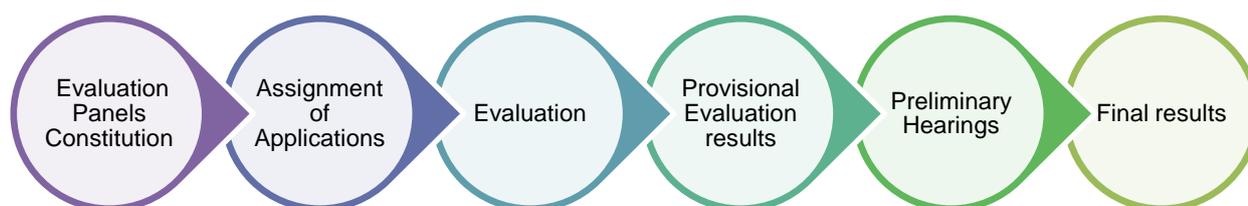


Figure 1 – Phases of the Evaluation process of the FCT-Tenure programme.

5.1 Constitution of the Evaluation Panels

The selection of positions for funding is based on a peer review process carried out by international Evaluation Panels covering all scientific areas and subareas (see Appendix I for details). The Evaluation Panels are set depending on the number and nature of positions requested by the applicant institutions. Each requested position is included in a specific Panel according to the area and subarea identified for that position in the application.

Evaluation Panels are composed by a Chairperson, a Co-chair whenever necessary, and Panel Members of international affiliation appointed by the Board of Directors of FCT. All Panel Members

are of reputed competence in the scientific domains of the applications under evaluation and cannot be affiliated with any Portuguese R&D institution.

The composition of the Evaluation Panels takes into consideration the scientific nature of the requested positions, gender balance, and geographical and institutional diversity, as far as possible. If an expertise is missing in a Panel, the Chairperson may request External Reviewers to provide assessments on specific applications. Panel Members can act as External Reviewers for a different Evaluation Panel of the Call.

All Chair and Co-chairpersons will meet on a Coordinating Panel meeting, to decide on the scores and comments for evaluation of criterion A of each Hiring Institution. These scores and comments will apply to all positions requested by the same Hiring Institution.

Chairpersons and Co-chairs are responsible for:

1. Assisting FCT with the Panel constitution by suggesting possible reviewers (Panel Members and External Reviewers).
2. Assigning the applications to Panel Members.
3. Identifying applications that may require an additional assessment from an external reviewer, due to the absence of a particular expertise in the Panel.
4. Assessing evaluation criterion A for the different Hiring Institutions.
5. Assessing evaluation criterion B, if necessary.
6. Keeping the evaluation process within the defined timeframe, contacting Panel Members in case of delays and controlling the quality of reports throughout the different evaluation stages.
7. Participating in the Coordinating Panel meeting.
8. Leading the Evaluation Panel meeting.
9. Assuring the quality of the final reports. Comments of the reports submitted by the Panel should be consistent with the scores and respect the scoring system (Chapter V of this Guide), providing substantive arguments, and identifying strengths and weaknesses for each evaluation sub-criterion.
10. Revising the Panel's responses to the preliminary hearings submitted by the applicant institutions (rebuttals).

The Panels' composition is announced on the FCT website before the preliminary hearing period.

5.2 Confidentiality and Conflicts of Interest

5.2.1 Confidentiality Statement

The confidentiality of the applications must be protected. All reviewers involved in the evaluation are obliged not to copy, quote, or otherwise use material from the applications, and must agree with a Statement of Confidentiality regarding the contents of the applications, the evaluation process, and the evaluation results.

5.2.2 Conflicts of Interest (Col)

Any Col of any reviewer should be declared prior to the evaluation process, based on information about the institutions involved in each application. When a reviewer declares a Col, they will not participate in the evaluation of that application, nor have access to the application or to the evaluation reports.

If any additional Col is detected by a Panel Member upon the contact with the full application, it must be immediately reported to FCT and to the Panel Chairperson.

Disqualifying conflict of interest

In case a disqualifying Col is identified, the Chairperson or the Panel Member **cannot evaluate the respective application nor participate in the Panel meeting discussion of this application.**

Circumstances that constitute a disqualifying Col are the following:

1. First degree relationships, marriage or partnership with a Dean, Director, President, or members of the Boards of Directors of any Institution, Department or Research Centre involved in the application.
2. Personal or financial interest in the application's success.

3. Affiliation, or pending transfer, to any Institution, Department or Research Centre involved in the application.
4. To have been in the last three years, or to be or to have accepted to become a member in a Council or Advisory Board of any Institution, Department or Research Centre involved in the application.
5. Current or planned close scientific cooperation with any Institution, Department or Research Centre involved in the application.
6. Employment relationship with any Institution involved in the application within the last 3 years before the opening date of the Call.

Potential conflict of interest

Circumstances that are classified as potential Conflicts of Interest include, but are not limited to:

7. Relationships other than first-degree, marriage or partnership, or other personal ties or conflicts with the Dean, Director, President, or member of any Board of Directors of any Institution, Department, or Research Centre involved in the application.
8. Professional relationships, other than those listed as disqualifying Col.
9. Any other circumstances the reviewer feels may not be impartial.

If a potential Col is identified, the Panel Member must immediately notify FCT, which will analyse and decide if an unbiased evaluation may be carried out or if the conflict is considered disqualifying. The Panel meeting report lists all declared Cols.

No direct contact between affiliated members of the institutions involved in the applications and any member of the Evaluation Panels is allowed, under penalty of exclusion of the respective application from the Call.

5.3 Evaluation stages and methodology

5.3.1 Applications eligibility

FCT is responsible for verifying the eligibility of the submitted applications according to the binding criteria described in the Call for Applications. While this verification process takes place after the end of the submission period, an application can be declared ineligible at any stage of the evaluation.

5.3.2 Applications assignment

Before the assignment of the applications to Panel Members, each original application of a Hiring Institution will be split into n applications, according to the number of requested positions.

a) Criterion A

This criterion will be assessed by the Coordinating Panel, composed by all Chair and Co-chairpersons of the Evaluation Panels. The application of each Hiring Institution will be evaluated by two readers, one lead reviewer of the application (1st reader and *rapporteur*), and one second reader. The choice of readers will take into consideration any Col that have been declared and the match of expertise with the scientific areas and subareas of each Hiring Institution and the scientific areas of the proposed positions.

b) Criterion B

Each position application will be individually assessed by two readers, one lead reviewer of the application (1st reader and *rapporteur*), and one second reader, in what concerns criterion B. The assignment of the position applications to Panel Members will necessarily take into consideration any Col that have been declared and the match of the scientific expertise of the reviewers with the scientific profile of the requested position. Panel Members will have access to the “Hiring Institution” section, the information for the additional Host Institutions associated to the position and the Position details section.

Additionally, External Reviewers may be also assigned to evaluate criterion B whenever an expertise is missing in the Panel, to provide additional assessment.

5.3.3 Evaluation stages

Evaluation Panel briefings

Prior to the start of the evaluation, FCT will meet with each Evaluation Panel via videoconference for Panel Members to (i) get acquainted with the Panel's FCT Scientific Officer, and (ii) clarify any doubts about the Guide's orientations and the evaluation methodology of the Call.

After the assignment of applications and the initial Panel briefing, the evaluation process comprises two main steps:

Step A. All Chair and Co-chairpersons will meet on a Coordinating Panel meeting, which will decide on the score and comments for evaluation of criterion A, for each Hiring Institution's strategy. These scores and comments will apply to all positions requested by the same Hiring Institution.

Step B. Each Evaluation Panel will decide on the score and comments for the evaluation of criterion B, for each position assigned to that Panel.

These two steps run in parallel, and are organized in the following sequence:

1. **Individual stage.** Individual evaluation of criteria A by the Chairpersons, and B by the Panel Members. Each criterion is assessed by a lead reviewer and one second reader.
2. **Consensus stage.** Parallel consensus stage among readers criteria A and B.
3. **Coordinating Panel meeting.** Discussion of the relative merit and collegial agreement on the evaluation of criterion A, specifically on the scores and report comments.
4. **Evaluation Panel meeting.** Discussion of the relative merit and collegial agreement on the evaluation of criterion B, specifically on the scores and report comments.

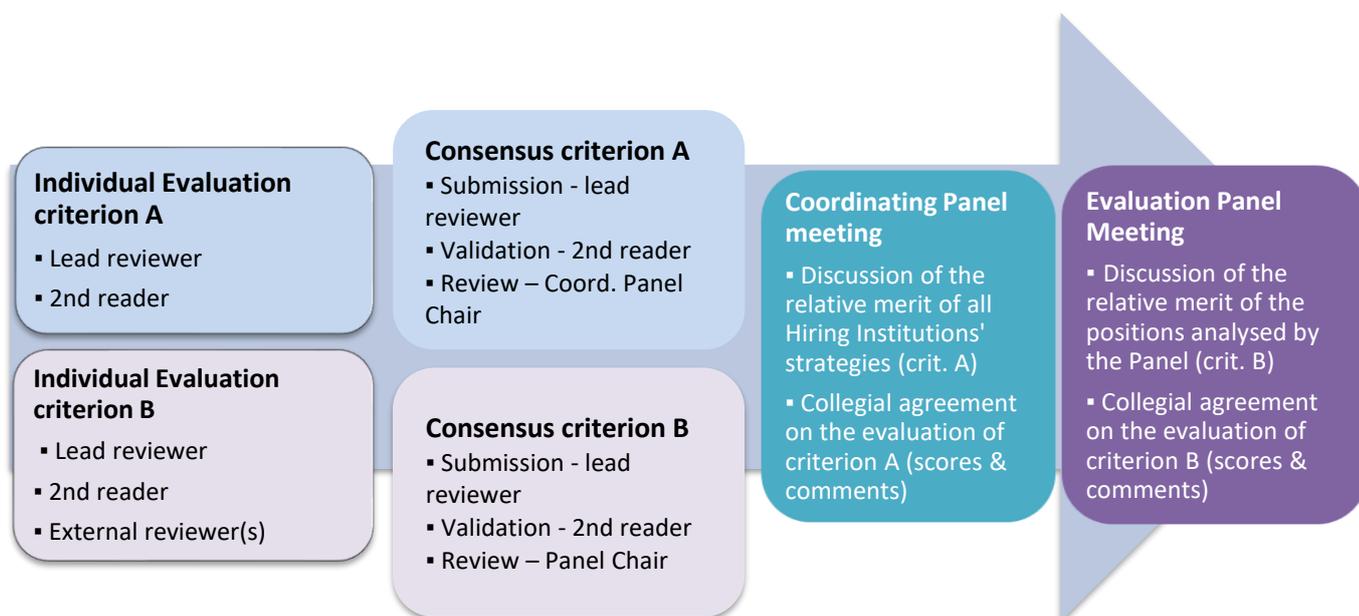


Figure 2 – Diagram of the Evaluation stages for the FCT-Tenure Programme

Individual Stage

Prior to the assessment, Panel Members must declare, for all applications, and following the rules mentioned in Section 5.2.2, whether (or not) a Col is identified.

In the evaluation of Criteria A (Step A), each Chairperson must submit an individual report with their assessment of the Hiring Institutions assigned to them. Chairpersons **should not interact** with each other in this stage.

Similarly, for Criteria B, Panel Members must submit an individual report with their assessment for each Position assigned to them by the Chairperson. During the individual stage, Panel Members **should not interact** with each other.

In both cases, the reports should include:

- i) Substantive comments, for each evaluation sub-criterion, including strengths and weaknesses, as well as the scores for each criterion using the 1-10 scale.
- ii) Confidential comments to the Evaluation Panel and the FCT (optional).

All reviewers should perform their assessments considering **only the information provided** in the application. Chairpersons, Panel Members, and External Reviewers must submit their individual evaluations within the established deadline and prior to the beginning of the consensus stage.

External Reviewers only participate in the process during the individual stage, and for the evaluation of Criterion B.

Consensus Stage

The reviewer appointed as 1st reader will prepare the consensus report for each Hiring Institution (criterion A) or for each requested position (criterion B) based on the two individual reviews, and, in the case of Criterion B, and when existing, the External Reviewer(s)'s assessment. The consensus report proposed by the 1st reader must receive validation from the 2nd reader prior to the deadline to enable consensus report submission.

If the 2nd reader rejects the consensus proposal, the 1st reader should amend it according to the comments of the other reader, as much as possible.

If the 1st reader is unable to propose a consensus report based on the individual reviews, the Coordinating Panel Chair (criterion A)/Panel Chair (criterion B) should be informed and contribute to solve the differences, in advance of the Panel meeting.

Information regarding any cases where there was disagreement regarding the submitted consensus will be available for all members at the meeting discussions.

The consensus report, similar in structure to the individual reports, is the starting point for the discussion during the Coordinating Panel meeting (criterion A) or the Evaluation Panel meeting (criterion B) stage. Comments **must include strengths and weaknesses for each evaluation sub-criterion and agree with the given scores**, according to Table I of this Guide, reflecting the perspectives of the different readers, as much as possible.

Coordinating Panel Meeting

Prior to the final meetings of the different Evaluation Panels, the Coordinating Panel will meet by videoconference to discuss the evaluation of criterion A for all Hiring Institutions applying to the Call. This meeting will be coordinated by the Coordinating Panel Chair (designated by FCT) and will proceed with the following activities:

- i) Ensure a fair judgement and an appropriate discussion of each application.
- ii) Guarantee that the adopted criteria are coherent across applications.
- iii) Settle the A score for each Hiring Institution's strategy, to be applied to all positions requested by the same Hiring Institution.
- iv) Settle the comments to be conveyed to the applicant institution, in accordance with the collegial decisions, **ensuring that the scores are in agreement with the comments.**
- v) Revision of the criterion A report by the 1st readers, according to the guidelines specified in Chapter VI (Feedback to applicants).
- vi) Approval by all Members of the Coordinating Panel meeting Report, which contains a brief description of the meeting and addresses the following issues:
 - a. Working methodology adopted by the Coordinating Panel.
 - b. Identification of reported Conflicts of Interest.
 - c. The list of applications with the respective partial scores for criterion A.

Evaluation Panel Meeting

The Evaluation Panel meetings will take place by videoconference. The meetings will be coordinated by the respective Panel Chair, with the help of the Co-chair (when existing), to proceed with the following activities:

- i) Ensure a fair judgment and an appropriate discussion of each position application.
- ii) Guarantee that the adopted criteria are coherent across applications.
- iii) Assess and analyse potential redundancies and significant overlapping emerging from the set of positions proposed by the same Hiring Institution.

- iv) Settle the B scores for each requested position.
- v) Settle the comments for Criterion B to be conveyed to the applicant institution for each position evaluated by the Panel, in accordance with the collegial decisions, **ensuring that the scores are in agreement with the comments.**
- vi) Revision of the Criterion B Panel reports by the 1st readers, according to the guidelines specified in Chapter VI ("Feedback to applicants").
- vii) Preparation of a ranked list based on the Final Score for each position evaluated by the Panel.
- viii) Approval by all Panel Members of the Panel Meeting Report, which contains a brief description of the meeting and addresses the following issues:
 - a. Working methodology adopted by the Panel.
 - b. Identification of reported Conflicts of Interest.
 - c. The ranked list of the position applications, with the final and partial scores (criteria A and B).
- ix) Discuss recommendations to FCT on the different aspects of the evaluation process that may help improving procedures in future Calls.

5.4 Selection of Applications for Funding

Each Evaluation Panel will provide a ranking of positions resulting from the evaluation. The decision of the (up to) 1.000 positions to be co-funded will be set by the Board of Directors of FCT in accordance with the Panel rankings decided by the Evaluation Panels, and according to a proportional distribution between Panels considering the total number of positions requested and evaluated.

Only position applications scoring FS = 3.00 or higher are eligible for funding.

5.5 Preliminary Hearings

Once the provisional evaluation results are communicated, the applicant institutions may use their right to dispute the proposed decision in the following 10 working days, during the preliminary hearing phase. The applicant institutions must submit their comments for each requested position, in English, and address their peers using polite, dispassionate, and analytical language.

After the reception of the institutions' hearings, Panel Members will be asked to analyse and answer to the claims containing comments of scientific nature concerning the evaluation.

The analysis of the preliminary hearings is neither a second assessment of the application **nor** an additional opportunity for the applicants to present new information. It should only serve **to identify any error** that may have occurred during the evaluation and that is addressed by the applicant institutions in their claims. The Evaluation Panels are responsible for correcting any possible errors or clarifying alleged inaccuracies. Identified errors should be corrected and, depending on their nature, the score of the respective evaluation sub-criterion may be changed accordingly or remain the same.

A quality control of the Panel's responses to the submitted preliminary hearings will be performed by the Panel Chairs assisted by the FCT officers. This process will be concluded during a remote meeting. The outcomes of this phase will be reflected in a Preliminary Hearings meeting report.

The evaluation process will only be completed upon the final decision that follows the preliminary hearings period. This includes the publication of the final rankings for all Evaluation Panels, updated after the preliminary hearings.

VI. FEEDBACK TO APPLICANTS

The quality of the comments to be transmitted to the institutions is of **paramount importance** and highly relevant to the process. Therefore, the preparation of these comments is a major task of the Evaluation Panels.

All Panel Members should comply with the following additional guidelines in the elaboration of the Panel reports.

Comments must:

- Be coherent with the marks and scoring descriptors (see Chapter IV).
- Be clear and consistent, avoiding any contradicting statements.
- Include strengths and weaknesses of the application for each evaluation sub-criterion.
- Use dispassionate and analytical language.
- Address the submitted application and not what Panel Members may consider that should have been proposed.
- Follow the rules of academic cordiality.

What must be avoided:

- Dismissive statements about the institutions involved in the application or the concerned scientific fields.
- Making summaries of the application.
- The use of the first person or equivalent (e.g., “I think...”, “This reviewer finds...”). Instead, use expressions such as “The Panel...”.
- Scoring that do not match the comments.
- Comments that use inappropriate or vague language.
- Comments not related to the sub-criterion under evaluation.
- Categorical statements that have not been properly verified.
- Marking down a proposal for the same critical aspect under more than one sub-criterion.
- Making recommendations or advice for improving the application.

APPENDIX I – SCIENTIFIC DOMAINS: MAIN AND SECONDARY SCIENTIFIC AREAS, CORRESPONDING SUBAREAS

This Appendix lists the main and secondary scientific areas, and the corresponding subareas, adapted from the [OECD's revised Field of Science and Technology Classification - FOS](#).

| Main Scientific Area | Secondary Scientific Area | Subarea |
|----------------------|-----------------------------------|--|
| Exact Sciences | Mathematics | Pure Mathematics |
| | | Applied Mathematics |
| | | Statistics and Probability |
| | | <i>Other, please specify:</i> |
| | Computer and Information Sciences | Computer Sciences |
| | | Information Sciences |
| | | Bioinformatics |
| | | Informatics |
| | | <i>Other, please specify:</i> |
| | Physical Sciences | Atomic, Molecular and Chemical Physics |
| | | Condensed Matter Physics |
| | | Particles Physics |
| | | Nuclear Physics |
| | | Fluids and Plasma Physics |
| | | Optics |
| | | Acoustics |
| | | Astronomy |
| | | <i>Other, please specify:</i> |
| | Chemical Sciences | Organic Chemistry |
| | | Inorganic Chemistry |
| | | Physical Chemistry |
| | | Polymer Science |
| | | Electrochemistry |
| | | Colloid Chemistry |
| | | Analytical Chemistry |
| | | Nuclear Chemistry |
| | | Medicinal Chemistry |
| | | <i>Other, please specify:</i> |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|--|----------------------------------|--------------------------------------|
| Natural Sciences | Earth and Environmental Sciences | Geosciences, Multidisciplinary |
| | | Mineralogy |
| | | Palaeontology |
| | | Geochemistry |
| | | Geophysics |
| | | Geology |
| | | Physical Geography |
| | | Volcanology |
| | | Meteorology and Atmospheric Sciences |
| | | Oceanography |
| | | Hydrology and Water Resources |
| | | <i>Other, please specify:</i> |
| | | Climatic Research |
| | | Climate Change |
| | | Environmental Management |
| | | Ecotoxicology |
| | | Environmental Monitoring and Impact |
| | | Natural Resources and Sustainability |
| | | Waste Management and Valorisation |
| | | Water and pollution |
| | <i>Other, please specify:</i> | |
| | Biological Sciences | Cell Biology |
| | | Biochemistry |
| | | Biochemical Research Methods |
| | | Microbiology |
| | | Molecular Biology |
| | | Biophysics |
| | | Genetics and Heredity |
| | | Reproductive Biology |
| | | Virology |
| | | Developmental Biology |
| | | <i>Other, please specify:</i> |
| | | Plant Sciences and Botany |
| | | Zoology, Ornithology, Entomology |
| Marine Biology, Freshwater Biology and Limnology | | |
| Ecology | | |
| Biodiversity Conservation | | |
| Biology (Theoretical, Mathematical) | | |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|----------------------|---------------------------|-------------------------------|
| Natural Sciences | Biological Sciences | Evolutionary Biology |
| | | Behavioural Sciences Biology |
| | | Mycology |
| | | <i>Other, please specify:</i> |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|----------------------------|---|--|
| Engineering and Technology | Civil Engineering | Civil Engineering |
| | | Architecture Engineering |
| | | Construction Engineering |
| | | Transport Engineering |
| | | Municipal and Structural Engineering |
| | | <i>Other, please specify:</i> |
| | Electrical Engineering, Electronic Engineering, Information Engineering | Electrical and Electronic Engineering |
| | | Robotics |
| | | Automation and Control Systems |
| | | Communication Engineering and Systems |
| | | Telecommunications |
| | | Computer Hardware and Architecture |
| | | <i>Other, please specify:</i> |
| | | <i>Other, please specify:</i> |
| | Mechanical Engineering | Mechanical Engineering |
| | | Applied Mechanics |
| | | Thermodynamics |
| | | Aerospace Engineering |
| | | Nuclear Engineering |
| | | Audio Engineering and Reliability Analysis |
| | | Engineering Systems |
| | | Renewable Energies |
| | | <i>Other, please specify:</i> |
| | Chemical Engineering | Chemical Engineering |
| | | Chemical Process Engineering |
| | | <i>Other, please specify:</i> |
| | Materials Engineering | Materials Engineering |
| | | Ceramics |
| | | Coating and Films |
| | | Composites |
| | | Paper and Wood |
| | | Textiles |
| | | <i>Other, please specify:</i> |
| | Medical Engineering | Medical Engineering and Biomedical Engineering |
| | | Laboratory Technology |
| | | <i>Other, please specify:</i> |
| Environmental Engineering | Environmental Engineering | |
| | Geotechnics | |
| | Petroleum Engineering, Energy and Fuels | |
| | Remote Sensing | |
| | Mining and Mineral Processing | |
| | Geological Engineering | |
| | Marine Engineering, Sea Vessels | |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|----------------------------|-----------------------------|---|
| Engineering and Technology | Environmental Engineering | Ocean Engineering |
| | | <i>Other, please specify:</i> |
| | Environmental Biotechnology | Environmental Biotechnology |
| | | Bioremediation, Diagnostic Biotechnologies (DNA Chips and Biosensing Devices) in Environmental Management |
| | | Environmental Biotechnology related Ethics |
| | | <i>Other, please specify:</i> |
| | Industrial Biotechnology | Industrial Biotechnology |
| | | Bioprocessing Technologies, Biocatalysis and Fermentation |
| | | Bioproducts, Biomaterials, Bioplastics, Biofuels, Bio-derived Bulk and Fine Chemicals and Bio-derived Novel Materials |
| | | <i>Other, please specify:</i> |
| | Nanotechnology | Nanomaterials |
| | | Nanoprocesses |
| | | Nano-Optics and Nanophotonics |
| | | Modelling at Nanoscale |
| | | |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|-----------------------------|---------------------------|---|
| Medical and Health Sciences | Basic Medicine | Anatomy and Morphology |
| | | Human Genetics |
| | | Immunology |
| | | Neurosciences |
| | | Pharmacology |
| | | Toxicology |
| | | Physiology |
| | | Pathology |
| | | Oncobiology |
| | | <i>Other, please specify:</i> |
| | Clinical Medicine | Andrology |
| | | Obstetrics and Gynecology |
| | | Paediatrics |
| | | Cardiac and Cardiovascular System |
| | | Peripheral Vascular Disease |
| | | Haematology |
| | | Respiratory Systems |
| | | Critical Care Medicine and Emergency Medicine |
| | | Anaesthesiology |
| | | Orthopaedics |
| | | Surgery |
| | | Radiology, Nuclear Medicine and Medical Imaging |
| | | Transplantation |
| | | Dentistry, Oral Surgery and Medicine |
| | | Dermatology |
| | | Infectious Diseases |
| | | Allergology |
| | | Rheumatology |
| | | Endocrinology and Metabolism |
| | | Gastroenterology and Hepatology |
| | | Urology and Nephrology |
| | | Oncology |
| | | Ophthalmology |
| | | Otorhinolaryngology |
| | | Psychiatry |
| | | Clinical Neurology |
| Geriatrics and Gerontology | | |
| General and Family Medicine | | |

| Main Scientific Area | Secondary Scientific Area | Subarea | |
|-----------------------------|---------------------------|--|---|
| Medical and Health Sciences | Clinical Medicine | Internal Medicine | |
| | | Integrative and Complementary Medicine | |
| | | <i>Other, please specify:</i> | |
| | Health Sciences | Health Sciences | Tropical Medicine |
| | | | Parasitology |
| | | | Health Care and Services |
| | | | Health Services and Policies |
| | | | Nursing |
| | | | Nutrition, Dietetics |
| | | | Public Health and Environmental Health |
| | | | Epidemiology |
| | | | Occupational Health |
| | | | Sport and Fitness Sciences |
| | | | Social Biomedical Sciences |
| | | | Medical Ethics |
| | | | Addiction |
| | | | <i>Other, please specify:</i> |
| | Medical Biotechnology | Medical Biotechnology | Health-related Biotechnology |
| | | | Technologies involving the Manipulation of Cells, Tissues, Organs or the Whole Organism |
| | | | Gene-based Diagnose and Therapies |
| | | | Biomaterials |
| | | | Medical Biotechnology related Ethics |
| | | | <i>Other, please specify:</i> |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|-----------------------|-------------------------------------|---|
| Agricultural Sciences | Agriculture, Forestry and Fisheries | Agriculture |
| | | Forestry |
| | | Fishery |
| | | Soil Science |
| | | Horticulture and Viticulture |
| | | Agronomy, Plant Breeding and Plant Protection |
| | | <i>Other, please specify:</i> |
| | Animal and Dairy Science | Animal and Dairy Science |
| | | Husbandry |
| | | Pets |
| | | <i>Other, please specify:</i> |
| | Veterinary Science | Veterinary Science |
| | | <i>Other, please specify:</i> |
| | Agricultural Biotechnology | Agricultural Biotechnology and Food Biotechnology |
| | | GM Technology (crops and livestock) and Livestock Cloning |
| | | Marker Assisted Selection |
| | | Diagnostics |
| | | Biomass Feedstock Production Technologies, Biopharming |
| | | Agricultural Biotechnology related Ethics |
| | | <i>Other, please specify:</i> |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|-------------------------------|---|--|
| Social Sciences | Psychology | Criminal Psychology |
| | | Social and Organizational Psychology |
| | | Cognitive Psychology and Neuropsychology |
| | | Clinical Psychology |
| | | Psychology of Development and Learning |
| | | Educational Psychology |
| | | Community and Health Psychology |
| | | <i>Other, please specify:</i> |
| | Economics and Business | Economics |
| | | Business and Management |
| | | <i>Other, please specify:</i> |
| | Educational Sciences | General Education (including Training, Pedagogy, Didactics) |
| | | Special Education (to gifted persons, those with learning disabilities) |
| | | <i>Other, please specify:</i> |
| | Sociology | Sociology |
| | | Demography |
| | | Anthropology |
| | | Ethnology |
| | | Social Topics (women's and gender studies, social issues, family studies, social work) |
| | | <i>Other, please specify:</i> |
| | Law | Public Law |
| | | Criminal Law |
| | | Private Law |
| | | European and International Law |
| | | Human Rights |
| | <i>Other, please specify:</i> | |
| | Political Sciences | Political Science |
| | | Military Sciences |
| | | Compared Politics |
| | | Political Theory |
| International Relations | | |
| Public Policy | | |
| European Studies | | |
| <i>Other, please specify:</i> | | |
| Social and Economic Geography | Environmental Sciences (social aspects) | |
| | Cultural and Economic Geography | |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|----------------------|-------------------------------|--|
| Social Sciences | Social and Economic Geography | Urban Studies (planning and development) |
| | | Transport Planning and Social Aspects of Transport |
| | | <i>Other, please specify:</i> |
| | Media and Communications | Journalism and Media |
| | | Documental and Information Sciences |
| | | <i>Other, please specify:</i> |

| Main Scientific Area | Secondary Scientific Area | Subarea |
|-------------------------------|---------------------------------|---|
| Humanities | History and Archaeology | Ancient History |
| | | Medieval History |
| | | Modern History |
| | | Contemporary History |
| | | History of Science and Technology |
| | | <i>Other, please specify:</i> |
| | | Prehistory and Archaeology |
| | | <i>Other, please specify:</i> |
| | Languages and Literature | Literature |
| | | Portuguese Studies |
| | | Romanic Studies |
| | | Anglophone Studies |
| | | Classical Studies |
| | | Asian and African Studies |
| | | Germanic Studies |
| | | Linguistics |
| | <i>Other, please specify:</i> | |
| | Philosophy, Ethics and Religion | Epistemology in Philosophy of Science |
| | | Methaphysics and Philosophical Anthropology |
| | | Philosophy of Art |
| | | Logic |
| | | History of Philosophy |
| | | Ethics and Political Philosophy |
| | | Theology and Religion Philosophy |
| | | <i>Other, please specify:</i> |
| | Arts | Fine Arts |
| | | Musicology |
| | | Visual Performative Arts (Cinema, Television, Drama, Dance, etc.) |
| | | Art History |
| | | Conservation and Restauration |
| | | Museology |
| | | <i>Other, please specify:</i> |
| | | Architecture |
| | | Urbanism |
| | | Design |
| | | Cultural Heritage |
| <i>Other, please specify:</i> | | |



