



Fundação  
para a Ciência  
e a Tecnologia

**STIMULUS OF SCIENTIFIC EMPLOYMENT, INDIVIDUAL  
SUPPORT CALL (CEEC IND)**

**8th EDITION**

**EVALUATION GUIDE**

December 2025

This **Evaluation Guide** sets out the details of the evaluation process and the procedures adopted for the 8th Edition of the Call for the Stimulus of Scientific Employment, Individual Support (CEEC IND) announced by FCT on December 3, 2025. It complements the other documents establishing the rules of this Call, available here, namely the Call for applications (“*Aviso de Abertura*” - available only in Portuguese), the Regulation for Scientific Employment (REC - available only in Portuguese), the Application Guide, and the Ethics Self-Assessment Guide. An English summary of the information contained in the Call for applications is available from the [Call’s webpage](#).

The present Call will be open between December 15, 2025, and January 29, 2026. The Hiring Institutions will be able to confirm their support for the respective applications between January 30 and February 13, 2026.

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## 1. INTRODUCTION

The *Fundação para a Ciência e a Tecnologia* (FCT), the Portuguese Foundation for Science and Technology, is the public Agency that supports Science and Technology in all areas of knowledge. FCT promotes research talent through sustainable advanced training and consolidation of scientific careers, supports Research Units, 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.

FCT funds people (by awarding doctoral scholarships and scientific employment contracts), ideas (through R&D project grants), institutions (Research Units, Associate Laboratories, Collaborative Laboratories, Research Infrastructures and Clinical Academic Centres), as well as International Cooperation.

The aim of this Call is to **fund scientific employment contracts** (salary and associated costs) for PhD holders at any stage of their careers for two career research levels, based on an international peer review process. The FCT funding of the salary and associated costs under the current Call will last for three consecutive or interpolated years.

The [Call for applications](#) outlines the required features, the evaluation criteria and the number of contracts to be funded.

The applications will be evaluated by 33 Panels of internationally based experts covering all the scientific areas and subareas chosen by the applicants. In cases where an Evaluation Panel receives less than 30 applications, it may be merged with another Panel.

## 2. STIMULUS OF SCIENTIFIC EMPLOYMENT – INDIVIDUAL SUPPORT

Strengthening scientific employment in Portugal is central to the Portuguese science-based strategy for economic growth, by which specific financial support is given to the institutions for hiring researchers with a PhD and thereby contributing to the renewal and dynamism of scientific and academic institutions.

For this purpose, FCT issued the Regulation of Scientific Employment (REC) in 2017, with its most recent update in 2023, which sets out the rules for two types of FCT funding instruments:

- **Individual Support, for hiring PhD holders by R&D Portuguese institutions. Applicants submit an individual application to a yearly Call launched by FCT (CEEC IND);**
- Institutional Support, for the development of scientific employment by PhD holders in R&D Portuguese institutions (FCT-Tenure). Institutions apply with a scientific employment plan with positions to be funded. It is their responsibility to select the researchers to be hired.

The current CEEC IND Call aims to provide funding the hiring of **400 researchers** holding a PhD degree in any scientific area, of any nationality. The profile of the applicants should correspond to highly motivated scientists seeking to carry out research in Portuguese Institutions.

Each applicant can only submit one application.

The FCT funding under the 8th Edition of CEEC IND will last for a maximum of 3 years, consecutive or interpolated. The aim of this Call is to fund individuals, not a specific research project. Funding **is solely intended for the researcher's salary and its associated costs for the employer**. No other expenses, including those related to the research plan, are eligible.

Researchers will be imbedded in a **Host Institution**; the **Hiring Institution** will celebrate a work contract with the researcher. The Host Institution can simultaneously be the Hiring Institution.

Host Institutions eligible for this Call, are those composing the National Science and Technology

System, such as the R&D Units funded by the Pluriannual Programme of FCT, the Associate Laboratories recognized by FCT and the National Laboratories (*Laboratórios do Estado*).

**Two types of contracts can be funded under this Call**, corresponding to different career levels:

- a) **Junior researcher:** PhD holders for 5 or less years, with limited post-doctoral research experience in the scientific area of the application.
- b) **Assistant researcher:** PhD holders with a relevant *curriculum* in the scientific area of the application.

According to the terms of this Call, career interruptions due to parental leave or serious illness may be considered for eligibility purposes to the Junior level in respect to the limit of post-PhD time.

### **3. COMPONENTS OF THE APPLICATION RELEVANT FOR EVALUATION**

The application comprises five main sections, all relevant for the evaluation, which are outlined in Appendix I, as described:

- I. **Application general information** which includes: Research contract level; Title of the Research Plan; Abstract; Keywords of the proposed Research Plan; Main scientific area; Secondary scientific area; Subarea, and Evaluation Panel (determined according to the selected scientific areas and subareas).

Applicants are responsible for choosing the most suitable main scientific area and subarea related to their research plan. The main and secondary scientific areas and the corresponding subareas applicants choose, will lead to the corresponding Evaluation Panels. This information is listed in Appendix II.

- II. **Narrative CV**, comprises five sections, to be assessed under the Merit of the Applicant (Criterion A):

- i. **Career profile** - Full overview of the applicant's profile and description of their trajectory as researchers. Applicants should provide their scientific and curricular path in respect to education and training, including: PhD degree; details on professional experience, as well as information on their current position and any periods of international experience; abilities and skills to adequately execute the proposed research plan, such as relevant research experience, scientific production and activity beyond the last five years; specific periods of leave from research, such as parental leaves, long-term absence due to illness, periods of work in industry, secondments, volunteering or other non-research activities, explaining how long each interruption lasted, and how those interruption(s) or unconventional path and/or gap(s) in their research career has/have impacted their activity.

**In the following sections, applicants should provide information concerning their research, limited to the last five years.** For each contribution section, they should inform about the relevance of their contributions by including 'what' those are, 'how' or 'why' they are relevant or important, the roles they played, and who has benefitted from their outputs/achievements and how.

Exceptions to the five years' period rule apply to researchers who have interrupted their scientific activity due to parental leave and/or serious illness during the last five years. In those cases, the five-year period in consideration can be extended according to the career break(s) explained by the applicant.

- ii. **Contributions to the generation of new ideas, tools, methodologies or knowledge** – Description of activities and contributions such as publications, key data sets, software, intellectual property (patents, licences, trademarks, copyrights, novel assays and reagents), conference presentations and proceedings, research and policy publications, or other scientific, technological, cultural or artistic achievements. Applicants can also mention any awards they have received in recognition of contributions to the generation of knowledge.

- iii. **Contributions to the development of individuals and/or research teams** – Description of activities and contributions such as project participations, leadership or management, collaborative contributions, team support, teaching activities, workshops or summer schools, the supervision and mentoring of students, their role in past and ongoing funded projects, as well as the management of science, technology and innovation programmes or projects, involvement in collaborations / networks from organisational to international level;
- iv. **Contributions to the research community and the broader society** – Description of activities and contributions such as editing, reviewing, refereeing, evaluation of funding applications, organisation of events that have benefited the research community, or improved research culture, societal engagement, transfer and dissemination of knowledge, outreach activities, and other types of engagement with the broader society.
- v. **Further details on up to five scientific activities or contributions** - Further details on up to five scientific activities or contributions briefly mentioned in the previous sections that best illustrate the applicant’s research work during the last five years. Each one must correspond solely to one specific activity or output, not a group of activities or outputs, and the applicant must explain the role played in each of them.

The applicants are instructed to focus on the content and qualitative impact of individual research outputs and/or contributions, as the assessment **will not be based on a quantitative approach**.

- III. **The Research Plan** comprises the following sections, to be assessed under the Merit of the Research Plan (Criterion B):
  - i. **Background**, providing an overview of the research field, including the state of the art, references to applicant’s previous work, and explanation of the innovative nature of the research plan.

- ii. **Research plan and methods**, revealing the areas of knowledge the applicant wants to explore, in a time frame of **three years** (maximum funding period) and identification of the major scientific questions they wish to address. This should focus on the main lines of research to explore, including hypotheses and the specific objectives that will be used to address the hypotheses. It should also include a description of how the applicant plan to test and explore their scientific questions, namely the methodologies and techniques intended to be use, and if they plan to engage in scientific collaborations. It can also include a reference to the relevance of the research plan in the context of national and/or international scientific community / context considering the current state of the art.
- iii. **Expected outcomes** referring to the expected outcomes and impact of applicant's research plan, including societal impact (economic, social, cultural or other), as well as planned scientific dissemination activities.
- iv. **References.**
- v. **Ethical issues**, when existing, related to the research activities and expected results, together with an explanation of how they will be addressed.

The proposed research plan should focus on the main lines of research the applicant envisages to explore and how they plan to explore them, within the timeframe of this Call's funding (maximum of **three years**).

- IV. **The Career Development Plan**, to be assessed under the Merit of the Research and Career Development Plans (Criterion B). It should include the applicant's expected career goals, and a description of how the research plan relates to their future career, including the impact of the expected outcomes of the research plan on their career development, and how they expect to establish or further consolidate themselves as an independent researcher. Applicants should also explain their plans to maintain and / or establish national and international collaborations, to mentoring students and researchers, and how each of those activities are related to their career goals.
- V. **Host Institution** comprises the following information, to be assessed under the Merit of

the Research and Career Development Plans (Criterion B):

- i. **Description of the host conditions** - available conditions (expertise and resources) in the Host Institution to support the development of the proposed research plan.
- ii. **Integration of the research plan into the host institution's strategy** - how the research plan, the expected results and the applicant's career perspectives fit into the overall research strategy and mission of the Host Institution.
- iii. **Support statement of the host institution** - information provided by the Host Institution about the conditions to be made available, beyond the minimal requirements, for the applicant's research plan and career development.

The above-mentioned sections have limited number of characters, as detailed in Appendix I.

**Only plain text is allowed, except for DOI references.** Any other links or form of presenting information should be disregarded by evaluators.

## 4. EVALUATION CRITERIA

The evaluation of the application is based on the following criteria:

- A. Merit of the Applicant (60%)
- B. Merit of the Research and Carrer Development Plans (40%)

### 4.1. CRITERION A

The assessment of the **Merit of the Applicant**, which will account for **60%** of the Final Score, should be based on the information contained in the five components of the **Narrative CV**:

- (i) Career profile;
- (ii) Contributions to the generation of new ideas, tools, methodologies or knowledge;
- (iii) Contributions to the development of individuals and/or research teams;

(iv) Contributions to the research community and the broader society;

(v) Further details on up to five scientific activities and contributions.

The evaluation of applicants' contributions **must be limited to the last five years** (February 2021- January 2026). Accordingly, applicants are instructed to provide information in sections (ii) to (v) focused on this time frame.

Applicants who have interrupted their scientific activity due to parental leave and/or serious illness during the last five years can have the five-year period extended according to the explained career break(s).

When assessing this criterion, reviewers should consider the information provided by the applicant in terms of their **quality, relevance, and impact**, rather than in a quantitative way. The different types of activities or contributions/outputs should be assessed in an integrated manner, avoiding an additive perspective of the various curricular elements, as if corresponding in their entirety to a single ideal profile.

When assessing the Merit of the Applicant, reviewers **also need to consider**:

- the adequacy of the researcher's profile to the proposed research plan;
- the research career level the applicant is applying for;
- the expected scientific maturity of the applicant considering their career path;
- that applicants must not be penalized for aspects that should only be expected in more mature career levels. Instead, reviewers can value more highly, contributions that go beyond the applicant's career level;
- the specificities of the scientific area(s) and subarea(s) of each application;
- **only published work should be considered**. Any work in progress or submitted manuscripts must be ignored.

Additionally, according to Decree Law 57/2016,<sup>1</sup> and as part of the FCT's commitment to *The Agreement on Reforming Research Assessment*, as set out by the [Coalition for Advancing Research Assessment \(CoARA\)](#), Evaluation Panels are advised **not to use metrics as a surrogate measure** of the quality of applicant's contributions or outputs.

Although being part of the applicant information section, the CIÊNCIAVITAE<sup>2</sup>, which normally contains the applicant's full research track record, should **only be used to confirm the information provided in the Narrative CV section**.

#### 4.2. CRITERION B

The assessment of the **Merit of the Research and Career Development Plans**, which will account for **40%** of the Final Score, should be based on the information provided in the following sections of the application:

- Research plan
- Career development plan
- Host Institution

For the evaluation of this criterion, take into consideration the following aspects:

- i. Relevance and innovative nature of the proposed research plan, and the expected progress beyond the current state of the art, and also the applicant's previous work;
- ii. Adequacy of the methodology adopted to the research plan's hypotheses, objectives and expected outcomes;
- iii. Whether any ethical issues are identified and properly addressed in the research plan (when existing), according to the Ethics Self-Assessment Guide;

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<sup>1</sup> Article 5, point 4, paragraph b, states that evaluation criteria should ["not adopt merely quantitative procedures, based on indicators, in counting publications, or in calculating their cumulative impact factors"].

<sup>2</sup> The CIÊNCIA VITAE platform for researchers' curricula was designed by FCT, and implemented in 2018, as a new platform that replaced the former FCT web platforms for CV information of researchers working in Portugal.

- iv. Impact of the expected outcomes to the advancement of science and society;
- v. How the proposed research plan and its expected outcomes fit into the overall research strategy and mission of the Host Institution;
- vi. The career development plan, specifically the expected career goals, how the research plan relates to and will impact on the applicant's career development, how the applicant plans to consolidate an independent career, and to maintain and/or establish national and international collaborations in the context of their career goals;
- vii. The additional favourable conditions provided by the Host Institution for the applicant's research plan and career development.

According to the [FCT commitment to Open Science policy](#), reviewers should assume that applicants will comply with it, specifically in what concerns publications resulting from research funded by FCT.

The research plan is not a typical research project and therefore applicants are not requested to include details, such as a project team, a chronogram or timeline. It is instead a plan for developing research under the contract position the applicant is applying for. Additionally, the current funding is exclusively meant for the researcher's salary and associated costs, and no additional funding for the execution of the research plan is included. The Panel's assessment of the research and career development plans should focus on the above aspects and must not penalize the absence of funding for its execution.

## 5. SCORING SYSTEM

The assessment of each criterion uses a **10-point scale**, from 1 to 10, with 0.1 increments. as presented in Table I.

**Table I** – Qualitative descriptors for the 10-point scale

Score	Score descriptor
10	Exceptionally strong with no weaknesses
9	Extremely strong with negligible weakness(es)
8	Very strong with one or some minor weakness(es)
7	Strong with minor weaknesses and/or one moderate weakness
6	Strong with several moderate weaknesses
5	Some strengths with significant weaknesses
4	Some strengths with several major weaknesses
3	Few strengths with major weaknesses
2	No strengths and serious weaknesses
1	The information in the application is insufficient for a proper evaluation

An application can be considered **non-assessable** when it:

- a) strays considerably outside the scope of the panel (not applicable to multi/interdisciplinary applications), or
- b) is submitted in a language different from English.

**Each criterion is scored individually with one decimal place.** The Final Score (FS) is presented with **two decimal places**, and is given by the following formula:

$$FS = 0.6A + 0.4B$$

In cases of ties in the Final Score, the score awarded to **criterion B is considered for tie-breaking** purposes.

The minimum Final Score for an application to be considered for funding **is 7**.

Applicants whose application is scored with a FS **lower than 5** will be inhibited from applying in the next edition of the Stimulus of Scientific Employment, Individual Support Call.

## 6. EVALUATION PROCESS

The evaluation process has a general sequence as indicated in Figure 1.

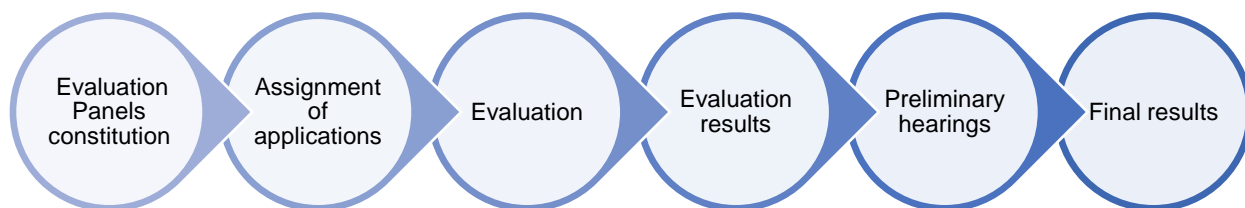


Figure 1: General sequence of the evaluation process.

### 6.1 CONSTITUTION OF THE EVALUATION PANELS

Evaluation Panels are formed by international reviewers appointed by the Board of Directors of FCT and will be announced on the FCT website when the evaluation results are communicated to the applicants. All reviewers are of recognized competence in the scientific areas of the applications under evaluation and cannot be affiliated with any Portuguese R&D Institution.

The constitution of the Evaluation Panels will be coordinated by the team of Scientific officers of the Call and takes into consideration the number of submitted applications and their scientific areas and subareas, as well as balances of gender and geographical, and institutional distribution of the reviewers' affiliations.

Evaluation Panels receiving less than 30 applications may be merged with the Panel more closely related to the scientific areas in question. Experts invited as Chair for a Panel that becomes merged will act as Co-Chair of the Panel resulting from the merge.

**No direct contact between applicants and members of the Evaluation Panels is allowed at any stage of the process under penalty of exclusion from the Call.**

**Each Panel has a Chairperson responsible for:**

- 1) Assisting FCT with the Panel's constitution by suggesting possible reviewers (Panel members and external reviewers);
- 2) Assigning the applications to Panel members;
- 3) Keeping the evaluation process within the defined timeframe and contacting Panel members in case of any delays;
- 4) Supporting the FCT team in solving potential Conflicts of Interest identified during the evaluation process;
- 5) Identifying applications that may require an additional assessment due to the absence of a particular expertise in the Panel;
- 6) Assessing up to 10 applications whenever necessary and appropriate;
- 7) Assuring the quality of the reports to be delivered to the applicants;
- 8) Leading the Panel meeting;
- 9) Revising the Panel's responses to the submitted preliminary hearings from the applicants.

The evaluation Panels with more applications can also have a Co-chair with shared responsibilities.

## **6.2 CONFIDENTIALITY AND CONFLICTS OF INTEREST**

### **6.2.1. CONFIDENTIALITY**

The confidentiality of the applications must be protected and evaluators are bound by confidentiality obligations regarding the applications and all stages of the evaluation process. All reviewers involved in the evaluation are asked not to copy, quote, or otherwise use material from the applications. All reviewers are also requested to agree with a statement of confidentiality relative to the contents of the applications, the evaluation process and the evaluation results.

### **6.2.2. CONFLICTS OF INTEREST**

Researchers who applied to the present Call cannot participate in the evaluation process. Those with first-degree relationships, domestic partnership or married to an applicant are also hindered from being a member of the Panel to which the application was submitted.

**Prior to the evaluation process, all Panel members are required to declare Conflicts of Interest (Col),** based on the name of the applicant and Host Institution. Additionally, Col can be declared at any moment of the process when not identified prior to the evaluation.

**In case of a declared Col, that expert will not be involved in the evaluation nor participate in the discussion of the application during the Panel meeting.**

Col identified during the evaluation process must be immediately communicated to the Panel Chair and the FCT, and the application will be reassigned by the Chair to a different reviewer.

#### **Disqualifying Conflicts of Interest**

Circumstances that constitute a disqualifying Col are the following:

1. Personal or financial interest in the application's success;
2. Current or planned close scientific cooperation;
3. Research cooperation (e.g., joint publications) within the last 3 years before the opening

date of the Call;

4. Dependent employment relationship or supervisory relationship (e.g., teacher-student relationship up to and including the post-doctoral phase), within the last 3 years before the opening date of the Call;
5. Affiliation, or pending transfer, to any Department, Institution or Research Centre involved in the application;
6. Be an active member in a Council or similar Supervisory Board of the Department, Institution or Research Centre to which the applicant has been affiliated to within the last 3 years or will be connected to in the scope of the application.

### **Potential Conflicts of Interest**

In the case of a **potential Col**, the Panel member must notify FCT, which will analyse and decide if the reviewer is able to perform an unbiased evaluation, removing the declared Col, or if the conflict should rather be maintained and the Panel member excluded from the assessment of the application. A potential Col exists in the following circumstances:

7. Relationships other than first-degree, marriage or domestic partnership; other personal ties or conflicts;
8. Professional relationships, other than those listed under no. 4;
9. Participation in University Bodies other than those listed under no. 6, e.g., Scientific Advisory Committees in research environment;
10. Involvement in a Project with a closely related research topic (competition issues);
11. Participating in an on-going scientific or inter-personal conflict with the applicant(s);
12. Any other circumstances the reviewer feels that may not be impartial.

## **6.3 EVALUATION STAGES AND METHODOLOGY**

The evaluation of the CEECIND applications will take place entirely via the myFCT website

(<https://myfct.fct.pt/>), which is also the platform where the applications are submitted. All meetings will take place via videoconference.

The FCT Scientific Officers will assist and provide guidance to the Evaluation Panels throughout all stages of the process.

Generative Artificial Intelligence must not be used by reviewers for assessing/evaluating the contents of the applications, in accordance with the Europe Commission's [Living Guidelines on the responsible use of generative AI in research](#).

### **6.3.1. APPLICATIONS ELIGIBILITY AND ASSIGNMENT**

FCT is responsible for verifying the eligibility of the submitted applications according to the binding criteria described in the Call for applications. An application can be declared ineligible at any stage of the evaluation.

The Panel Chair is responsible for assigning the reviewers to each application. Each application will be remotely and **individually assessed by two Panel members**, one first (1st) reader and a second (2nd) reader. A third assessment by another Panel member may be required whenever the two initial individual assessments are discrepant, or in other situations considered necessary by the Panel Chair and/or by FCT.

An external reviewer may be assigned by the Chair whenever a particular expertise is not covered by the Panel or an additional opinion is needed. External reviewers can be chosen among the members of other Evaluation Panels of the Call or be an expert not involved in the Evaluation process.

The assignment of the applications will necessarily take into consideration any declared Conflicts of Interest (Col), and the matching of the reviewers' expertise with the scientific areas of the research plan.

### **6.3.2. EVALUATION STAGES**

After the assignment to the readers, the evaluation of the applications comprises the following stages (Figure 2):

1. Individual stage;
2. Consensus stage;
3. Final Panel meeting.

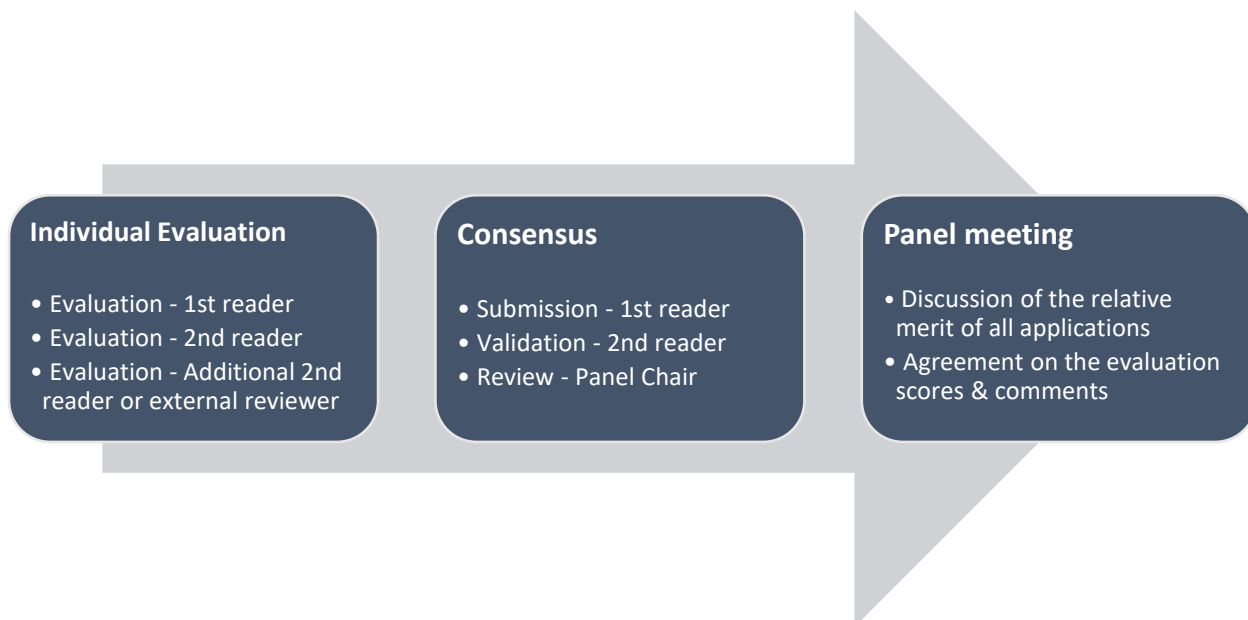


Figure 2. Evaluation stages.

Prior to the individual evaluation, FCT will meet with the Evaluation Panels for a briefing videoconference meeting, for Panel members to (i) get acquainted with the FCT Scientific Officers, and (ii) clarify this Guide's orientations and the evaluation methodology.

## 1. Individual Stage

Panel members must submit an individual report with their assessment for each application assigned to them within the established deadline (prior to the beginning of the consensus stage). This report includes:

- Evaluation comments for each criterion, **including strengths and weaknesses**;
- Scores for each criterion;
- When applicable, comments concerning ethical issues;
- Confidential comments to the Evaluation Panel and/or FCT, if necessary.

The quality of the comments to be transmitted to the applicants is of paramount importance. Reviewers can find detailed instructions on this matter in section 6.4.

The reviewers should perform their assessments **considering different standards for each research level** (Junior vs. Assistant researcher) and **only based on the information included in the application**.

### ***Non-assessable applications***

An application can be considered non-assessable when written in a language different from English or when it strays considerably outside the scope of the Panel. In the latter case, the decision to consider the application as non-assessable must be jointly validated by the entire Panel during the Panel meeting.

Multi/interdisciplinary applications should not be considered non-assessable without strong scientific evidence that they do not fit into the Panel's scope.

The following procedure should be taken for non-assessable applications when filling in the individual stage report:

- ✓ Mark the application as non-assessable;
- ✓ State in the report the reason why the Panel could not assess the application.

If an application is considered out of the scope of the Evaluation Panel, it cannot be moved to a different Panel. **Any doubts regarding these situations should be immediately communicated to the Panel Chairs and the FCT Scientific Officers.**

## **2. Consensus Stage**

The Panel member appointed as **1st reader is responsible for preparing the consensus report** for each application based on the individual assessments, including the external

expert's assessment, when existing. The consensus report must consider, as much as possible, the perspectives of the reviewers.

If the 1st reader is unable to reach a consensus based on the individual reviews, the Chair should be informed and settle these differences or request an additional assessment from either another Panel member or an external reviewer.

The consensus report, similar in structure to the individual reports, is the starting point for the discussion during the Panel meeting. Comments **must include strengths and weaknesses for each evaluation criterion**. Consensus scores should be in accordance with the assessment described in the comments and reflect the qualitative descriptors in Table I (section 5) of this Guide.

Reviewers will need to comply with the established deadlines.

### **3. Final Panel Meeting**

The Evaluation Panel meeting will be coordinated by the Chair, and the Co-chair when existing, to proceed with the following activities:

- **To ensure a fair judgment and an appropriate discussion** of each application;
- To settle the final scores for each criterion, as well as the evaluation comments to be conveyed to the applicants, and **ensure that the scores agree with the comments**. Final comments should be included in the Panel evaluation report by the 1st reader (according to the Guidelines specified in Section 6.4);
- To guarantee that the adopted criteria are coherent within and across each researcher contract level (Junior vs. Assistant);
- **To prepare a provisional ranked list of all applications** under evaluation for each research contract level;
- Approval the Panel meeting minutes, prepared by the Scientific Officer and to be signed by the Chair, addressing the following issues:
  - . Composition of the Evaluation Panel;

- . Identification of Conflict of Interest;
  - . Working methodology adopted by the Panel;
  - . The provisional ranked list of the applications for each career level.
- To agree on the feedback to FCT on the different aspects of the evaluation process that may help improving procedures in future Calls.

#### **6.4 FEEDBACK TO THE APPLICANTS**

**The quality of the comments to be transmitted to the applicants is of paramount importance in this process.**

All reviewers should comply with the following additional guidelines in the elaboration of the Panel evaluation reports (final report which will be communicated to the applicant).

**Comments must:**

- Identify the strengths and the weaknesses of the application for each criterion.
- Be coherent with the scoring descriptors (see Table I in section 5).
- Be clear and consistent (please check for any contradicting statements).
- Take into consideration the research level of the application (Junior or Assistant).
- Use dispassionate and analytical language.
- Be polite.
- Avoid dismissive statements about the applicant, the proposed research plan, or the concerned scientific field.
- Address the submitted application and not the proposal reviewers may consider that should have been presented.

**What should be avoided:**

- Metrics in the Panel reports, as (also applicants are discouraged to use Journal or publication metrics, such as impact factors and research performance metrics, in their narrative CV).
- A description or a summary 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...”.
- Recommendations or advice for improving the application.
- Comments not related to the criterion under evaluation.
- Comments that are too short or too long or the use of inappropriate or vague language.
- Categorical statements that have not been properly verified.
- Scores that do not match the comments.
- Marking down a proposal for the same critical aspect under the two different criteria.

## **6.5 SELECTION OF APPLICATIONS FOR FUNDING**

Only the applications with final scores equal to or above 7 are eligible for funding, up to the number of available contracts (400 for the entire Call).

The distribution of available positions by Evaluation Panel and by contract level will be set by the Board of Directors of FCT, following the ranked list for each contract level decided by each Panel, and respecting a proportional distribution of the number of positions per Evaluation Panel and per research contract level in relation to the total number of eligible applications.

## 6.6 PRELIMINARY HEARINGS

Once the evaluation results and the ranked lists agreed at the Panel meetings are communicated, applicants may use their right to dispute the proposed decision in the **preliminary hearing phase**, during the following 10 working days. The applicants must submit their comments in English and address their peers using polite, dispassionate, and analytical language.

After the reception of the applicants' claims, Panel members will be asked to analyse and answer to the preliminary hearings containing comments of scientific nature regarding the evaluation criteria. The Evaluation Panels are responsible for correcting any possible errors or clarifying alleged inaccuracies. The FCT Officers will assist the Panel Chairs in the quality control of each Panel's responses to the submitted preliminary hearings.

**The analysis of the preliminary hearings is neither a second assessment of the application nor an additional opportunity for the applicant to present new information.** It should only serve to identify any error by the Evaluation Panel that may have occurred during the evaluation and that is addressed by the applicant in their claim. Any identified error should be corrected and, depending on its nature, the score of the respective evaluation criterion may be changed accordingly or remain the same.

The evaluation process will only be completed upon the final decision that follows the preliminary hearings period.

## APPENDIX I – APPLICATION SECTIONS AVAILABLE FOR REVIEWERS

### PERSONAL INFORMATION

#### Applicant

Name

Gender

Nationality

ORCID

#### CIÊNCIA VITAE

CIÊNCIA VITAE (pdf file)

#### PhD Degree

Completion Date

PhD graduation country

PhD graduation institution

### APPLICATION GENERAL INFORMATION

#### General Description

Research contract level

Title of the research plan (max. 255 characters)

Abstract (max. 3000 characters)

Keywords (max. 5)

Current Institution

Main scientific area

Secondary scientific area

Subarea

Evaluation panel

### NARRATIVE CV

Career profile (max. 4000 characters)

Contributions to the generation of new ideas, tools, methodologies or knowledge  
(max. 5000 characters)

Contributions to the development of individuals and/or research teams (max. 2000 characters)

Contributions to the research community and the broader society (max. 3000 characters)

Further details on up to five scientific activities and contributions (max. 1000 characters each)

## **RESEARCH PLAN**

Background (max. 3000 characters)

Research plan and methods (max. 7000 characters)

Expected outcomes (max. 2000 characters)

References (max. 3000 characters)

Ethical issues (If applicable, max. 2000 characters)

## **CAREER DEVELOPMENT PLAN**

Career development plan (max. 4000 characters)

## **HOST INSTITUTION**

Host institution

Hiring institution

Description of the host conditions (max. 800 characters)

Integration of the research plan into the host institution's strategy (max. 800 characters)

Host institution support statement

## APPENDIX II – MAIN AND SECONDARY SCIENTIFIC AREAS, CORRESPONDING SUBAREAS AND EVALUATION PANELS

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, as well as the respective Evaluation Panels.

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
Exact Sciences	Mathematics	Pure Mathematics	Mathematics
		Applied Mathematics	
		Statistics and Probability	
		Mathematics – Other (please specify)	
	Computer and information sciences	Computer Sciences	Computer and Information Sciences
		Information Sciences	
		Bioinformatics	
		Informatics	
		Computer and Information Sciences – Other (please specify)	
	Physical Sciences	Atomic, Molecular and Chemical Physics	Physical Sciences
		Condensed Matter Physics	
		Particles Physics	
		Nuclear Physics	
		Fluids and Plasma Physics	
		Optics	
		Acoustics	
		Astronomy	
		Physical Sciences – Other (please specify)	
	Chemical Sciences	Organic Chemistry	Chemical Sciences
		Inorganic Chemistry	
Physical Chemistry			
Polymer Science			
Electrochemistry			
Colloid Chemistry			
Analytical Chemistry			
Nuclear Chemistry			
Medicinal Chemistry			
Chemical Sciences – Other (please specify)			

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
<b>Natural Sciences</b>	<b>Earth and Environmental Sciences</b>	Geosciences, Multidisciplinary	<b>Earth Sciences</b>
		Mineralogy	
		Palaeontology	
		Geochemistry	
		Geophysics	
		Geology	
		Physical Geography	
		Volcanology	
		Meteorology and Atmospheric Sciences	
		Oceanography	
		Hydrology and Water Resources	
		Earth Sciences – Other (please specify)	
		Climatic Research	
		Climate Change	
		Environmental Management	
		Ecotoxicology	
		Environmental Monitoring and Impact	
		Natural Resources and Sustainability	
		Waste Management and Valorisation	
		Water and pollution	
Environmental Sciences – Other (please specify)			

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
Natural Sciences	Biological Sciences	Cell Biology	Experimental Biology and Biochemistry
		Biochemistry	
		Biochemical Research Methods	
		Microbiology	
		Molecular Biology	
		Biophysics	
		Genetics and Heredity	
		Reproductive Biology	
		Virology	
		Developmental Biology	
		Experimental Biology and Biochemistry – Other (please specify)	
	Biological Sciences	Plant Sciences and Botany	Biological Sciences
		Zoology, Ornithology, Entomology	
		Marine Biology, Freshwater Biology and Limnology	
		Ecology	
		Biodiversity Conservation	
		Biology (Theoretical, Mathematical)	
		Evolutionary Biology	
		Behavioural Sciences Biology	
		Mycology	
Biological Sciences – Other (please specify)			

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
Engineering and Technology	Civil Engineering	Civil Engineering	Civil Engineering
		Architecture Engineering	
		Construction Engineering	
		Transport Engineering	
		Municipal and Structural Engineering	
		Civil Engineering – Other (please specify)	
	Electrical Engineering, Electronic Engineering, Information Engineering	Electrical and Electronic Engineering	Electrical, Electronic and Information Engineering
		Robotics	
		Automation and Control Systems	
		Communication Engineering and Systems	
		Telecommunications	
		Computer Hardware and Architecture	
		Electrical, Electronic and Information Engineering – Other (please specify)	
	Mechanical Engineering	Mechanical Engineering	Mechanical Engineering and Engineering Systems
		Applied Mechanics	
		Thermodynamics	
		Aerospace Engineering	
		Nuclear Engineering	
		Audio Engineering and Reliability Analysis	
		Engineering Systems	
		Renewable Energies	
		Mechanical Engineering and Engineering Systems – Other (please specify)	
	Chemical Engineering	Chemical Engineering	Chemical Engineering
		Chemical Process Engineering	
		Chemical Engineering – Other (please specify)	
	Materials Engineering	Materials Engineering	Materials Engineering and Nanotechnology
		Ceramics	
		Coating and Films	
Composites			
Paper and Wood			
Textiles			
Materials Engineering – Other (please specify)			

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
<b>Engineering and Technology</b>	<b>Medical Engineering</b>	Medical Engineering and Biomedical Engineering	<b>Medical Engineering and Biotechnology</b>
		Laboratory Technology	
		Medical Engineering – Other (please specify)	
	<b>Environmental Engineering</b>	Environmental Engineering	<b>Environmental Engineering and Environmental and Industrial Biotechnology</b>
		Geotechnics	
		Petroleum Engineering, Energy and Fuels	
		Remote Sensing	
		Mining and Mineral Processing	
		Geological Engineering	
		Marine Engineering, Sea Vessels	
		Ocean Engineering	
		Environmental Engineering – Other (please specify)	
	<b>Environmental Biotechnology</b>	Environmental Biotechnology	<b>Environmental Engineering and Environmental and Industrial Biotechnology</b>
		Bioremediation, Diagnostic Biotechnologies (DNA Chips and Biosensing Devices) in Environmental Management	
		Environmental Biotechnology related Ethics	
		Environmental Biotechnology – Other (please specify)	
	<b>Industrial Biotechnology</b>	Industrial Biotechnology	<b>Environmental Engineering and Environmental and Industrial Biotechnology</b>
		Bioprocessing Technologies, Biocatalysis and Fermentation	
		Bioproducts, Biomaterials, Bioplastics, Biofuels, Bio-derived Bulk and Fine Chemicals and Bio-derived Novel Materials	
		Industrial Biotechnology – Other (please specify)	
<b>Nanotechnology</b>	Nanomaterials	<b>Materials Engineering and Nanotechnology</b>	
	Nanoprocesses		
	Nano-Optics and Nanophotonics		
	Modelling at Nanoscale		
	Nanotechnology – Other (please specify)		

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
<b>Medical and Health Sciences</b>	<b>Basic Medicine</b>	Anatomy and Morphology	<b>Basic and Clinical Medicine</b>
		Human Genetics	
		Immunology	
		Neurosciences	
		Pharmacology	
		Toxicology	
		Physiology	
		Pathology	
		Oncobiology	
		Basic Medicine – Other (please specify)	

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
<b>Medical and Health Sciences</b>	<b>Clinical Medicine</b>	Andrology	<b>Basic and Clinical Medicine</b>
		Obstetrics and Gynaecology	
		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			
Internal Medicine			
Integrative and Complementary Medicine			
Clinical Medicine – Other (please specify)			
<b>Health Sciences</b>	Tropical Medicine		
	Parasitology		

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
<b>Medical and Health Sciences</b>	<b>Health Sciences</b>	Health Care and Services	<b>Health Sciences</b>
		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	
		Health Sciences – Other (please specify)	
	<b>Medical Biotechnology</b>	Health-related Biotechnology	<b>Medical Engineering and Biotechnology</b>
		Technologies involving the Manipulation of Cells, Tissues, Organs or the Whole Organisms	
		Gene-based Diagnose and Therapies	
		Biomaterials	
		Medical Biotechnology related Ethics	
		Medical Biotechnology – Other (please specify)	

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel	
Agricultural Sciences	Agriculture, Forestry and Fisheries	Agriculture	Agriculture, Forestry and Fisheries	
		Forestry		
		Fisheries		
		Soil Science		
		Horticulture and Viticulture		
		Agronomy, Plant Breeding and Plant Protection		
		Agriculture, Forestry and Fisheries – Other (please specify)		
	Animal and Dairy Science	Animal and Dairy Science	Animal and Dairy Science	Animal and Veterinary Sciences and Agrifood Biotechnology
			Husbandry	
			Pets	
			Animal and Dairy Science – Other (please specify)	
	Veterinary Science	Veterinary Science	Veterinary Science	
			Veterinary Science – Other (please specify)	
	Agricultural Biotechnology	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				
Agricultural Biotechnology – Other (please specify)				

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
Social Sciences	Psychology	Criminal Psychology	Psychology
		Social and Organizational Psychology	
		Cognitive Psychology and Neuropsychology	
		Clinical Psychology	
		Psychology of Development and Learning	
		Educational Psychology	
		Community and Health Psychology	
		Psychology – Other (please specify)	
	Economics and Business	Economics	Economics and Business
		Business and Management	
		Economics and Business – Other (please specify)	
	Educational Sciences	General Education (including Training, Pedagogy, Didactics)	Educational Sciences
		Special Education (to gifted persons, those with learning disabilities)	
		Educational Sciences – Other (please specify)	
	Sociology	Sociology	Sociology
		Demography	
		Social topics (women's and gender studies, social issues, family studies, social work)	
		Sociology – Other (please specify)	
	Anthropology	Anthropology	Anthropology
Ethnology			
Anthropology – Other (please specify)			

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel	
Social Sciences	Law	Public Law	Law and Political Science	
		Criminal Law		
		Private Law		
		European and International Law		
		Human Rights		
		Law – Other (please specify)		
	Political Sciences	Political Science		
		Military Science		
		Compared Politics		
		Political Theory		
		International Relations		
		Public Policy		
		European Studies		
		Political Sciences – Other (please specify)		
	Social and Economic Geography	Environmental Sciences (social aspects)		Social and Economic Geography
		Cultural and Economic Geography		
		Urban Studies (planning and development)		
		Transport Planning and Social Aspects of Transport		
		Social and Economic Geography – Other (please specify)		
Media and Communications	Journalism and Media	Media and Communications		
	Documental and Information Sciences			
	Media and Communications – Other (please specify)			

Main Scientific Area	Secondary Scientific Area	Subarea	Evaluation Panel
Humanities	History and Archaeology	Ancient History	History
		Medieval History	
		Modern History	
		Contemporary History	
		History of Science and Technology	
		History – Other (please specify)	
		Prehistory and Archaeology	Prehistory and Archaeology
		Prehistory and Archaeology – Other (please specify)	
	Languages and Literature	Literature	Languages and Literature
		Portuguese Studies	
		Romantic Studies	
		Anglophone Studies	
		Classical Studies	
		Asian and African Studies	
		Germanic Studies	
		Linguistics	
	Languages and Literature – Other (please specify)		
	Philosophy, Ethics and Religion	Epistemology in Philosophy of Science	Philosophy
		Metaphysics and Philosophical Anthropology	
		Philosophy of Art	
		Logic	
		History of Philosophy	
		Ethics and Political Philosophy	
		Theology and Religion Philosophy	
		Philosophy, Ethics and Religion – Other (please specify)	
	Arts	Fine Arts	Arts
Musicology			
Visual Performative Arts (Cinema, Television, Drama, Dance, etc)			
Art History			
Conservation and Restoration			
Museology			
Arts – Other (please specify)			
Architecture		Architecture, Urbanism, Design and Cultural Heritage	
Urbanism			
Design			
Cultural Heritage			
Architecture, Urbanism, Design and Cultural Heritage – Other (please specify)			

