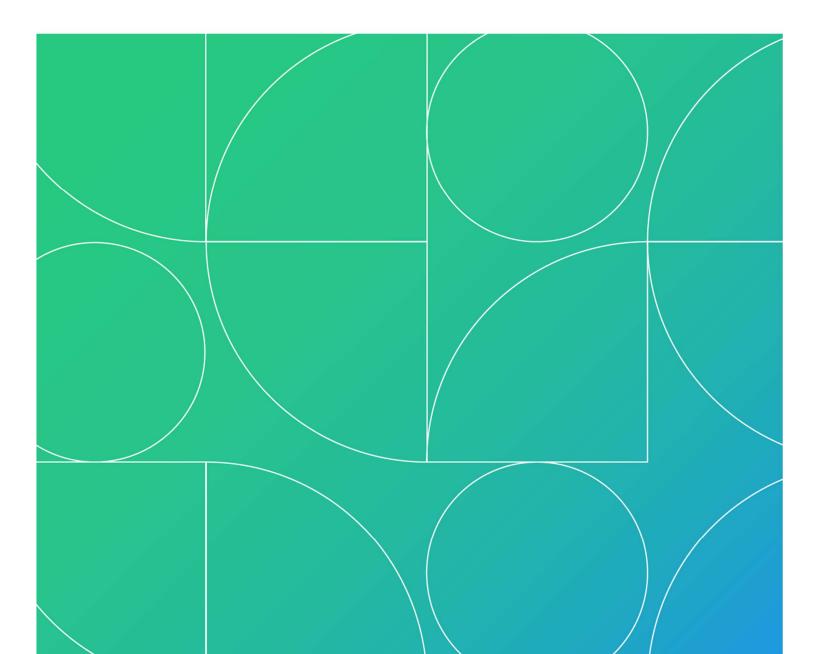![FCT Fundação para a Ciência e a Tecnologia]

# FCT Tenure – 1st Edition

## Application Form Template

22 DE NOVEMBRO DE 2023

This reference template aims to help institutions prepare in advance their applications. It is recommended to consult the full FCT-Tenure Call documentation, especially the *Application Guide*, and to copy all application components into the *myFCT* platform. As previously announced, the Call will open on 18 December, and the full FCT-Tenure Call documentation will be made available on the same day.

The application form will be split into two main parts, Part A and Part B, each associated with Criteria A and B, respectively. Part B is specific to each position proposed by a hiring institution.

Criterion A will evaluate the hiring institution's strategy to stabilizing careers and attracting and retaining talent. This includes assessing their plan to rejuvenate and strengthen the current team of researchers and professors, the hosting conditions they offer, and the scientific areas they intend to improve or develop through the contracts they sign. Additionally, this criterion will evaluate how the institution plans to strengthen connections with Research Units, Associate Laboratories and non-academic contexts, when applicable.

Criterion B aims to evaluate the specific elements of each FCT-Tenure position that is proposed. This includes examining the scientific profile of the position, the justification for its hiring, the benefits and resources that will be offered to the selected candidate, as well as its anticipated impact on the Hiring Institution and, when different, on the Host Institution. When applicable, the alignment of the proposed position with the priorities and scientific objectives of the UI/LA that will host the researcher will also be assessed, considering the articulation between the beneficiary institution, the UI/LA and the recruitment and qualification structure of its career researchers and professors.

Synergies between contracting institutions and the scientific objectives of UIs and LAs, as well as synergies between contracting institutions and non-academic entities, will be valued, as in the UI/LA Chairs or Non-Academic Chairs modalities. Conversely, grounds for opening positions based exclusively on teaching service needs will be devalued.

# Part A – Institutions Information

## 1. Hiring Institution

### 1.1. Name of the Hiring Institution

### 1.2. Profile of the research staff of the Hiring Institution

| | | |
|---|---|---|
| a. | Total number of integrated PhD holders, with a fulltime permanent contract as a researcher (ECIC or equivalent), associated with the Institution on 30/11/2023 | *Number (integers only)* |
| b. | Total number of integrated PhD holders, with a fulltime permanent contract as a professor (ECDU, ECPDESP or equivalent), associated with the Institution on 30/11/2023 | *Number (integers only)* |
| c. | Total number of PhD holders, with non-permanent fulltime research contracts ("Norma Transitória", non-permanent "FCT-CEEC", "Bolsas inv. pós-doutoral", etc.) associated with the Institution on 30/11/2023 | *Number (integers only)* |

### 1.3. Description of the Hiring Institution (8000 characters)

### 1.4. Strategy to stabilizing careers and attracting and retaining talent of the Hiring Institution (12.000 characters)

- Describe how, during the years 2025-2028, the Hiring Institution will consolidate its research workforce, renew staffing, and focus on attracting and retaining talent, framing it in the current situation and available mechanisms as well as in the institutional and scientific objectives of the Hiring Institution for the same period;
- Provide details on the expected number of retirements until 2028, as well as the reasoning behind your estimation;
- Describe current and future initiatives that propose ways of strengthening careers and key research areas at the hiring Institution;
- If applicable, describe how these initiatives will integrate with the associated R&D Unit(s) or Associate Laboratory(ies), as indicated in the proposed positions;
- Describe and justify the R&I domains and scientific areas to be strengthened in accordance with the proposed positions;
- Describe knowledge transfer and outreach strategy in accordance with the proposed positions;
- If applicable, please describe the role of 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.

### 1.5. Hosting Conditions of the Hiring Institution (10.000 characters)

- Describe present and future specific initiatives to improve hosting conditions for researchers in both research and teaching careers;
- Describe present and future specific initiatives to ensure the right balance between teaching and research duties for new researchers hired in teaching careers (if applicable);
- If applicable, please describe the role of R&D Units, Associate Laboratories, and Faculties/Schools, Departments in implementing these initiatives, and highlight any potential differences among them;
- Describe the articulation of the Host Institutions that are part of this application, including the non-academic entities (when applicable), in what concerns the recruitment of PhD holders for the different careers, and the financial support provided;
- Describe any specific present and future initiatives at the Institution to improve work-life balance, gender balance, inclusiveness, and parenthood conditions in both research and teaching careers.

# 2. Additional Host Institutions

Institutions where the researchers will develop their research and/or teaching activities. The universe of additional Host Institutions may include Faculties, Research Units, Associate Laboratories, and other institutions of the National Science and Technology System, whenever applicable or relevant.

## 2.1. Name of the additional host Institution

(Please note that only Institutions registered in the FCT's Science & Technology Portal/PCT can be added as additional host institutions. For institutions not yet registered in the PCT, it is already possible to make use of the Institution Pre-Registration at http://www.pct.fct.pt ("Registo de Instituições") and update it. The update may take up to 2 working days.)

## 2.2. Profile of the research staff of the Host Institution #1

| | | |
|---|---|---|
| a. | Total number of integrated PhD holders, with a fulltime permanent contract as a researcher (ECIC or equivalent), associated with the Institution on 30/11/2023 | *Number (integers only)* |
| b. | Total number of integrated PhD holders, with a fulltime permanent contract as a professor (ECDU, ECPDESP or equivalent), associated with the Institution on 30/11/2023 | *Number (integers only)* |
| c. | Total number of PhD holders, with non-permanent fulltime research contracts ("Norma Transitória", non-permanent "FCT-CEEC", "Bolsas inv. pós-doutoral", etc.) associated with the Institution on 30/11/2023 | *Number (integers only)* |

2.3. **Description of the Additional Host Institution #1** (5000 characters)


→ Repeat this step for all additional Host Institutions involved in the application (excluding the non-academic institutions).

# Part B - Position Details

## 3. General Information

### 3.1. Job Title

*Exs.: "Associate Professor in Spatio-Temporal Data Visualization", "R&D Unit [name of the Unit] Chair in Spatio-Temporal Data Visualization"*

### 3.2. Job category

*Ex.: Associate Professor (Professor Associado)*

### 3.3. Hiring Institution (pre-filled in)

### 3.4. Additional Host Institutions

(Minimum of 0, and maximum of 3, to be selected from the list of additional Host Institutions listed in Part A)

### 3.5. Call's publication date

(Foreseen, choose a quarter between Q3 2023 and Q3 2025[1])

## 4. Scientific Area

### 4.1. Scientific Domain[2]

*Ex.: Social Sciences*

### 4.2. Scientific Area[2]

*Ex.: Social and Economic Geography*

### 4.3. Scientific Sub-area[2]

*Ex.: Cultural and Economic Geography*

### 4.4. Field(s) description

*Ex.: Human and Social Geography, Cartography, and Geoinformatics*

Include the "Disciplinary area" or "Scientific area" of the contracting institution, as well as other preferred research areas to be indicated in the application call.

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[1] Q3 2025 runs solely through 31 July.
[2] List of options identical to the one used in the "CEEC Ind" Calls.

4.5. **Position's alignment with SDGs of the United Nations 2030 Agenda** (choose from zero to three)

# 5. Chairs [Cátedras]

*Optional*

## 5.1. Research Unit/Associate Laboratory Chair

In case the position is a Research Unit/Associate Laboratory Chair, please provide the following:

### 5.1.1. Name of the Host Research Unit/Associate Laboratory

(Select from the list of Additional Host Institutions)

### 5.1.2. Submit a Commitment Declaration

(The declaration should mention the co-funding level when applicable)

### 5.1.3. Identify the co-funding percentage (0-33%)?

## 5.2. Non-academic Chair

In case the position is a Non-academic Chair, please provide the following:

### 5.2.1. Name of the non-academic Host Institution

To be selected from the list of Institutions registered in the FCT's Science & Technology Portal/PCT.

For institutions not yet registered in the PCT, you may already use the Institution Pre-Registration at http://www.pct.fct.pt ("Registo de Instituições"). The update will take up to two working days.

### 5.2.2. Submit a Commitment Declaration (the declaration should mention the co-funding level)

# 6. Position Details and Rationale

## 6.1. Job description, scientific profile, and rationale (max. 5000 characters)

Provide a detailed description of the tasks to be assigned to the prospective employee and the scientific profile required by the Hiring and additional Host Institutions (if applicable), as well as the rationale for the need to hire for the indicated scientific area.

## 6.2. Benefits and resources offered to the selected candidate (max. 2000 characters)

Detail the specific benefits and resources to be offered to the selected candidate in the context of this position, including those provided by the Hiring and additional Host Institutions (if applicable), namely the Research Unit or Associate Laboratory (if applicable), but also, whenever relevant, the Faculty or Department associated with this position. In the case of a non-academic Chair, this section should also detail any additional benefits provided by the non-academic Institution.

### 6.3. **Context, expected impact, and relevance of the scientific profile** (max. 3000 characters)

Detail the context, expected impact, and relevance of the scientific profile on the fulfilment of the scientific strategies of:

   i.   The Hiring Institution (outlined in part A);
   ii.  The Research Unit and/or Associate Laboratory, if applicable;
  iii.  The Faculty or Department associated with this position, if applicable and relevant;
  iv.  The non-academic entity associated with this position, if applicable.
   v.  Relation with other positions proposed in this FCT-tenure application, if applicable.

→ Repeat Part B for all positions proposed in this application.