



ANNOUNCEMENT OF OPENING OF THE COMPETITION PROCEDURE FOR THE HIRING OF AN INTERNATIONAL PRINCIPAL INVESTIGATOR FOR THE INCT

Category: C3
Generic Character of Task: Design and Specialized Technical Implementation
Degree of Task Complexity: Scientific researcher specialized in technical design and implementation.
Duration: 5 Months

1. Background

The National Institute of Science and Technology (INCT) is a public institute, established under Decree-Law no. 23/2014, of September 03. The fundamental importance of the INCT existence is to work in partnership with the Government, in order to promote, monitor, evaluate and articulate the incorporation of annual plans in the area of science and technology, namely those related to PED 2011-2030, also , promoting the training and qualification of human resources, promoting the creation and strengthening of infrastructures to support scientific research and technological development in higher institutions, promoting the diffusion and dissemination of culture and scientific and technological knowledge, and teaching science and technology, and make data and information of national interest available.

In order to implement the INCT's priorities and the mission set out in its Statute, as well as to guarantee scientific, technological and innovation development, the INCT recognizes the need to acquire international principal of scientific researcher, with the role of giving maximum assistance to INCT.

Based on the needs in the research area, the INCT intends to hire an international principal scientific researcher, who will carry out the research activities, as well as the other scientific and technical activities within the INCT's mission.

2. Investigator's tasks and responsibility



Task and responsibility of the researcher, on a regular basis, research and development activities, as well as the other scientific and technical activities within the INCT mission and to participate in other tasks of scientific research and knowledge dissemination:

- a) Participate in the design of research and development programs and projects;
- b) Coordinate and guide the execution of research and development projects;
- c) Develop research training within the scope of scientific research and development methodology, preparation of research proposals, research report manuscript and scientific article for publication in national or international scientific journals;
- d) Monitor the research work carried out by the researching professors and researchers;
- e) Develop programs that could encourage the private sector to participate in activities for the development of science, technology and innovation.
- f) Collaborate in the investigation and dissemination of the INCT and participate in the training programs of the institution;
- g) Construction of international project and R&D networks within the INCT's strategic areas that the research project fits into;
- h) Support in the manuscript and in the publication of research results carry out in national and international scientific journals with peer review;
- i) Develop accreditation criteria for scientific journals from Higher Institutions or Research Centers.
- j) Create an INCT scientific journal and obtain an International Standard Serial Number (ISSN);
- k) Create and obtain an International Standard Book Number (ISBN) of INCT;
- l) Support in the editorial coordination of the INCT bulletin and INCT's Scientific journal;
- m) Support the realization of seminars, conferences, and debates held by the INCT and prepare its corresponding summary;
- n) Support the national and international scientific cooperation program and facilitate the search for funding for international research;
- o) Support the heads of departments in the development of the annual plan and define the priority areas for annual research;
- p) Identify opportunities for partnerships and co-investment with principals stakeholders in the research sector, particularly industry and other research endings, which will leverage INCT investment in the future;
- q) Develop the exchange and/or mobility program for teachers and research professors, which aims to development national researchers;



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- r) Work in partnership with the strategic plan advisor in the elaboration and defining of long-term priority areas;
 - s) Support the preparation of the INCT annual report; and
 - t) Participate in other tasks of an organizational or administrative nature in the context of the current situation of the institution and other activities that will be oriented by INCT leaders.
3. The workplace is located at the National Institute of Science and Technology (INCT)
 4. The monthly remuneration to be attributed to the Researcher is that corresponding to Table I, C3, with the amount of \$6,000.00 US dollars, of Government Decree No. 6/2015, of November 18, on the Legal Fixed Term Work Contracts in Public Administration.
 5. The mentioned vacancy open for National and international researchers which hold a doctoral degree / with a scientific and professional curriculum that reveals an adequate profile for the activity to be developed.
 6. The selection of the competition is made through the evaluation of the scientific and curricular path of the candidates and also interview.
 7. The evaluation of the scientific and curricular path focuses on relevance, quality and timeliness:
 - a) Production of the scientific, technological, cultural or artistic of the last ten years are considered most relevant and advantage by the candidates;
 - b) Applied research or practice-based research activities that was conducted in the past two years will be considered as greatest impact by the candidate;
 - c) The activities of extension and dissemination of knowledge developed in the last two years, namely in the context of the promotion of culture and scientific practices, considered most relevant by the candidate;
 - d) Activities in the management of science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Timor-Leste or abroad.
 8. Special admission requirements, to be documented as follows:
 - a) The candidate must be a holder of a PhD degree for more than two years; and
 - b) *Curriculum Vitae* of the candidates must be updated.
 9. Thematic description of the competition
It is intended that the candidate will work close to the department line's of investigation to thematic based program, as well as the INCT programs. INCT prioritized candidates who had connections established in the international research networks and demonstrate a good record



of publications in leading international journals and publishers. The capacity shown in obtaining financing for carrying out research projects is also highly valued.

10. Absolute merit approval requirements:

- a) Member of panel jury will consider the candidates who has a *curriculum* with merit in scientific and pedagogical level, research capacity; and
- b) Have a good written and spoken in English and/or Portuguese.

11. **Assessment method: Assessment of *curriculum* and interview**

The criteria and weighting factors for curriculum evaluation are:

C1) Selection of Scientific Merit:

Considering the intrinsic quality of the scientific content of the activity selected by the candidate, such as publications as author or co-author (books, book chapters, articles in scientific journals and conference proceedings); coordination (Responsible Investigator (IR) or Co-Investigator Responsible (Co-IR) of national or international research projects of a competitive nature; - 45%;

C2) Experience of knowledge dissemination activities:

Considering the intrinsic quality of the activity selected by the candidate, namely: exhibitions, editor or organizer of publications (printed or online); organization of congresses and the like; participation in scientific commissions or committees; key-notes at congresses or conferences by invitation - 25%.

C3) Interview:

During interview, admitted candidate on absolute merit must explain and clarify the following to the panels:

- a) Explain and clarify clearly what appears in the *Curriculum Vitae* presented by the candidates;
- b) Explain through a presentation regarding contribution of candidate to the pursue of INCT's activity Plan with the maximum duration of 10 minutes – 30%

12. The final classification (CF) of the candidates is expressed on a scale of 100 points, being determined by the following formula:

$$CF = 0.45 * C1 + 0.25 * C2 + 0.30 * C3$$



Interview CF = $(0.45 * C1 + 0.25 * C2 + 0.30 * C3)$

13. The marks are given by each panel with a value between 1-100 and multiply with the weighting factors of the evaluation. The final score is the sum of the existing panel members indicated by the INCT.
14. Minutes (report) of panel juries' are drawn up, which containing a summary of what happened at them, as well as the votes cast by each of the members and the respective reasoning, and are provided to the candidates whenever requested.
15. After concluding the application of the selection criteria, panel jury proceeds with the elaboration of the ordered list of the approved candidates with the respective classification.
16. The final decision of the Jury is approved by the superior of the institution (Executive President) whose responsible for opening the recruitment procedure and the final decision on recruitment is the responsibility of the higher responsible of the contracting institution.

17. Formalization of applications:

- 17.1. Applications are formalized by means of a request addressed to the President of the INCT Executive Council, containing the identification of this notice, full name, number and date of the identity card, citizen card, or civil identification number, date of birth, residence and address contact details, including email address and telephone contact.
- 17.2. The Application is shall be attached with documents, proving the conditions previously provided for admission to this recruitment, as follows:
 - a) Copy of doctoral certificate or diploma;
 - b) Detailed Curriculum Vitae, in PDF format, with table of contents active, relating to the last 2 years, strictly structured;
 - c) Selection of up to 5 publications (presented in full and with bibliographic references) or research projects (presented in full) duly substantiated (with a maximum of 400 words), presented in a specific document in PDF format, with active table of contents.
- 17.3. Candidates submit their applications and supporting documents in digital format, in PDF format, to the following email addresses: inct.secretariado@gmail.com
National Institute of Science and Technology (INCT)
Avenida de Balide, INFORDEPE, Dili, Timor-Leste.

18. Deadline for submission of applications



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Applications, duly accompanied by the documents mentioned in the notice, must be submitted within 12 working days of the National Institute of Science and Technology, starting after the publication of the announcement, or sent by email: inct.secretariado@gmail.com
Application deadline July 19, 2021.

19. Candidates who failed to the admission requirement will be excluded from admission to the competition, without prejudice to the Jury having the power to demand from any candidate, in case of doubt, the presentation of supporting documents for their statements.
20. False statements made by candidates will be punished under the terms of the Law.
21. Notification and Deadline for Final Decision:
Candidates will be notified via email or telephone contact, candidates have 10 working days to comment. Within a maximum period of 30 days, counted from the deadline for the submission of applications, the Jury's final decisions are rendered.
22. The present competition is intended exclusively to fill the vacancy indicated, and may be terminated until the final ordering list of candidates is approved and expires with the respective occupation of the job on offer.
23. The INCT actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, harmed or deprived of any right or exempt from any duty due, in particular, to ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion and political or ideological beliefs.
24. Form of publication / notification of results
The final results of the evaluation will be published, through an ordered list to be posted at the INCT office, with the candidate being approved / notified by email. The results of the competition will be communicated to the other candidates via email.



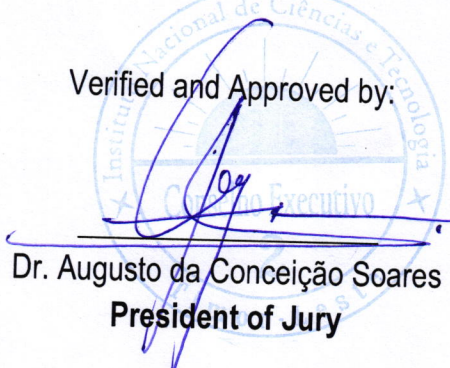
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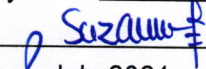
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Dili, July 8, 2021

Verified and Approved by:


Dr. Augusto da Conceição Soares
President of Jury

Approved by the Permanent Commission for the Recruitment of Contractors (CPRC)

Area / Name	Date	Signature
Human Resources Officer	Dili, 8. July 2021	
Finance Manager	Dili, 8. July 2021	
Responsible for the Supply Area	Dili, 8. July 2021	