

ANNOUNCEMENT FOR THE AWARD OF A RESEARCH FELLOWSHIP

Title: Research Fellowship; 1 vacancy

Reference: CALG_KPI4HOMLean_BI_2025_2(1)

A call for applications is now open for the attribution of 1 research grant within the scope of the I&D project KPI4HOMLean - Hospital Operations Management: a Lean Healthcare Indicators Framework, reference COMPETE2030-FEDER-00765100.16480, supported by the Innovation and Digital Transition Program (COMPETE 2030), Northern Regional Program (Norte 2030), funded by COMPETE2030-FEDER-00765100, through the Foundation for Science and Technology (FCT) - as a financing entity in the national contribution, as well as for operations exclusively supported by national funds; as an intermediate organism, under the following conditions:

Scientific Area: Engenharia Industrial e de Sistemas

Recipient category: Bachelors, enrolled in the course:

a) Degree courses: enrolled in integrated master's degree/master's degree.

Requirement for granting the fellowship:

- The applicants may apply without prior registration in the course for which the fellowship is open. The requirement to enroll in a degree course or non-academic degree course will be verified on the date of contracting the fellowship;
- Only fellowships whose selected applicants present a valid proof of enrollment in a degree course or non-academic degree course will be contracted, according to the type of the fellowship, issued by a Higher Education Institution, indicating, respectively, the academic year or its duration (star and term).

Applicants' eligibility: Candidates who meet the conditions set out in Article 9 of the Research Grant Regulations, No. 950/2019, of 16-12-2019, of FCT I.P. are eligible.

Nationals or citizens of other European Union member states, third-country nationals, stateless persons, and citizens with political refugee status are eligible to apply for this competition.

Candidate eligibility requirements:

- Candidates must have, at the time of application, a bachelor's degree Industrial Engineering and Management; must present at least two scientific publications in the area of Industrial Engineering and Management in the last 2 years; must present a certificate of English level C1;
- Candidates enrolled in a degree-granting course: Enrollment in the master's/integrated master's degree in the area of Science in Industrial Engineering and Management;
- Proof of academic qualifications completed by the deadline for applications is required, in the contracting phase, including those resulting from academic degree recognition processes.
- Preferred factors:
 - I. Training in Project Management.
 - II. Knowledge in conducting, collecting and analyzing data through questionnaire surveys, interviews, focus groups or workshops, and in the use of quantitative and qualitative data analysis tools.
 - III. Knowledge in process modeling with BPMN and simulation.
 - IV. Knowledge in Lean Thinking.
 - V. Knowledge in international projects in Higher Education.
 - VI. Publications and scientific communications in the field of Higher Education.

Workplan and objectives to be achieved:

- Analyze the current process of inpatient management in a hospital.
- Identify the main waste in the release of beds.
- Characterize the times and stages of the process of discharge and vacancy of beds.



Universidade do Minho
Escola de Engenharia



CENTROALGORITMI

- Identify opportunities for the implementation of improvements, namely in interdisciplinary communication, internal logistics and support technologies.
- Propose improvements to the inpatient bed management process to speed up the process, maintaining the quality and safety of care.
- Validate the proposal with real data and simulations, considering the reality of the hospital.

Applicable legislation and regulations: Research Fellow Statute (EBI), approved by Law n.º 40/2004 of August 18, in its current wording and FCT Research Fellowship Regulation, approved by Regulation n.º 950/2019, published in the Diário da República, 2nd series, of December 16, 2019, in its current wording, and Scientific Research Fellowship Regulation (RBIC) of the University of Minho, approved by order n.º 4998/2025, published in the Diário da República, 2nd series, n.º 81, of April 28, 2025 Amended and republished through amendment statement no. 634/2025/2, published in the Official Gazette, 2nd series, no. 132, of July 11.

Host/Contracting institution and scientific supervision: The workplan will be carried out in Department of Production and Systems, Algoritmi Centre, School of Engineering of the University of Minho, located at the Azurém Campus, Guimarães, under the scientific supervision of Professor Rui Manuel Sá Pereira Lima, Department of Production and Systems, Algoritmi Centre, School of Engineering of the University of Minho and the coordination of Professor Paula Fernanda Varandas Ferreira, Director of the ALGORITMI Center.

Fellowship duration: The grant will take place for a period of **6 months**, with a provisional starting date on **January of 2026**. The fellowship grant may, eventually, be renewed up to the maximum limit allowed by the project and/or applicable legislation.

Amount of the research grant: The amount of the grant corresponds to 1040,98 €/month, according to the table of values of the Research scholarship of the University of Minho, updated annually, as decided by the Management Board. Payment is made on the 23rd of each month, through bank transfer to the Bank Identification Number of the fellow identified in the contractualization process.

Other benefits: Reimbursement of Voluntary Social Insurance, if the candidate chooses to receive it, corresponding to the 1st level of discounts (for research grants with a total duration 6 months or higher) and personal accident insurance.

Exclusivity regime: The grantee will perform the activities under exclusivity, as foreseen in article 5º of the Research Fellow Statutes and applicable regulations.

Selection panel

President: Dr. Rui Manuel de Sá Pereira de Lima (associate professor with aggregation at the Department of Production and Systems of the School of Engineering of the University of Minho).

Effective members: Dr. Rui Manuel Alves da Silva e Sousa (associate professor at the Department of Production and Systems of the School of Engineering of the University of Minho) and Dr. Ângela Maria Esteves da Silva (assistant professor at the Department of Production and Systems of the School of Engineering of the University of Minho).

Alternate Members: Doutor Nélson Bruno Martins Marques da Costa (professor auxiliar do Departamento de Produção e Sistemas da Escola de Engenharia da Universidade do Minho) e Doutor José Dinis de Araújo Carvalho (professor associado com agregação do Departamento de Produção e Sistemas da Escola de Engenharia da Universidade do Minho).

The first effective member will substitute the President of the selection panel in case of impediment, being nominate the first substitute member in the place of the first effective member.



Fundação
para a Ciência
e a Tecnologia



Cofinanciado pela
União Europeia



Universidade do Minho
Escola de Engenharia



CENTROALGORITMI

Criteria and procedures for applications assessment and selection: The applications assessment will focus on the candidate's Merit, following evaluation criteria, valued on a scale of 0 to 5 values:

A. Applicant Merit - AM (100%)

A.1: Academic path, which reflects the area of training of the course and the grades of the academic degrees (using tables A.1.1. and A.1.2. defined in the minutes of criteria), with a weighting of **50%**;

A.1.1: Area of training of the course, with a weighting of 50%;

A.1.2: Grades of academic degrees, with a weighting of 50%;

A.2: Personal curriculum (which reflects the scientific and professional background), with a weighting of **40%**;

A.3: Motivation letter, with a weighting of **10%**.

The final classification of the applicant's merit with the achieved through the following formula:

$$AM = (A.1 \times 0,5) + (A.2 \times 0,4) + (A.3 \times 0,1)$$

Since A.1 = (A.1.1 × 0.5) + (A.1.2 × 0.5)

If the jury does not consider itself able to decide using the method indicated in A (AM), it may choose to conduct an Interview. In this case, AM will have a weighting of **60%** and the candidates classified in the first 3 positions, who obtain the minimum classification of 3 in the AM, will be admitted to the Interview phase, with the Jury evaluating the following sub-criteria:

B. Interview, ENT (**40%**):

B.1: Interpersonal skills: **25%**;

B.2: Demonstrated knowledge in the area in the competition **25%**;

B.3: Motivation **25%**;

B.4: Language skills **25%**.

The Interview classification (ENT) will be obtained by applying the following formula:

$$ENT = (B.1. \times 0.25) + (B.2. \times 0.25) + (B.3. \times 0.25) + (B.4. \times 0.25)$$

The final classification (CF) of the Candidate's Merit (MC) and Interview (ENT) will be obtained by applying the following formula:

$$CF = (MC \times 0.6) + (ENT \times 0.4)$$

In the event that none of the candidates in the competition meets the appropriate profile to carry out the work plan, the Jury reserves the right to close the competition without any recruitment.

Note: Applicants with degrees obtained abroad must present proof of recognition of qualifications in Portugal and conversion of the final classification obtained in them to the Portuguese classification scale or declaration under the terms indicated in the previous point. Candidates who do not comply with one of these provisions, the selection panel will assign "0" in the grade of the graduation and/or master course. Candidates will be evaluated on the remaining parameters.

Application deadline and submission: The call for applications is open from **18/11/2025** till **02/12/2025**.

Applications must be submitted by email to **recrutamento@algoritmi.uminho.pt**, indicating the reference number of the competition in the subject line. Only applications submitted within the established deadline and accompanied by the following documents will be accepted:

- Candidate's updated *curriculum vitae*;
- Certificates of the academic degrees obtained or, if applicable, the candidate's declaration of honor that he/she has completed the degrees required in the notice by the application deadline (not applicable to research initiation grants).
- Certificate of English language mastery level;
- For degrees obtained abroad, the record of recognition of the academic degrees and record of the conversion of the respective final classification to the Portuguese classification scale must be presented, or, alternatively, a declaration of honor from the candidate (this declaration must attest to facts that occurred prior to the application. In the event



Universidade do Minho
Escola de Engenharia



CENTROALGORITMI

of a discrepancy between the information contained in the declaration and the documentation submitted for the purposes of contracting the scholarship, only the information contained in the latter will be considered. If it is found that the documents proving the academic degree and diploma, or their recognition under the terms of Decree-Law n.º 66/2018, of August 16, do not correspond to the classifications awarded in the assessment of the academic career and may consequently alter the candidate's ranking, the scholarship will not be contracted); Candidates who do not comply with one of these provisions, the jury will assign a classification of "0" in the grade of the bachelor's and/or master's course. Candidates will be evaluated on the remaining parameters.

Form of publication/notification of results: The results of the evaluation are published in a single, posted in a visible and public place in the host unit, as well as by email to all candidates, attaching, for this purpose, the minutes of the jury's deliberations, within a maximum period of 90 working days from the deadline for submission of applications.

Candidates are informed, at a preliminary hearing, in accordance with Articles 121 and 122 of the Administrative Procedure Code, of the likely outcome of the final decision, and may comment within 10 working days of this notification.

An appeal may be lodged against the final decision within 15 working days, or an appeal may be lodged with the highest executive body of the funding entity within 30 days, both after the respective notification (Article 12(nº6) of the FCT Research Grant Regulations).

Within 10 working days of notification of the grant award, the applicant must declare their acceptance in writing. In case of non-acceptance, the next highest ranked applicant will be notified immediately.

Fellowship contractualization: The scholarship is awarded through the signing of a contract between the University of Minho and the scholarship recipient, in accordance with point 2.4 of the Rules for the Award and Management of Scholarships https://www.fct.pt/wpcontent/uploads/2022/03/Normas_de_Atribuicao_de_Bolsas_2021.pdf and the draft contract in Annex II of the University of Minho's Scientific Research Scholarship Regulations.

The contract can only be signed after receipt of all the documentation required for the type of scholarship, which must occur within a maximum period of 6 months, including proof of academic degrees or diplomas, as well as enrollment in non-degree study cycles or courses, as applicable.

Once all the documentation has been received, the contracting entity has 60 working days to sign the scholarship contract. Once received by the scholarship holder, the contract must be returned, duly signed, within 15 working days.

Term and cancellation of fellowship contracts: Without prejudice to the other grounds laid down in the University of Minho's Scientific Research Scholarship Regulation and in the Research Fellow Statute, the scholarship will cease on completion of the contracted work plan, as well as on expiry of the period for which it was granted or renewed.

The final report must be submitted to the scientific advisor, in accordance with the defined objectives and evaluation criteria, no later than 60 working days after the end of the scholarship and must be drawn up in accordance with Annex I of the Regulations of the University of Minho.

Non-discrimination and equal access policy: Universidade do Minho actively promotes a policy of non-discrimination and equal access, so that no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty due, namely, to ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.



Fundação
para a Ciência
e a Tecnologia



Cofinanciado pela
União Europeia

Declaration of Honor Academic qualifications

I, (full name), candidate for the vacancy for the award of a (type of scholarship), within the scope of the project (name or reference of the project), published on the Euraxess portal, with the reference (ref. notice), declare on my honor that I have completed the academic degree of (academic degree), qualifying for the type of scholarship in the competition, namely the course (designation), by the (University conferring the degree), on the date XX/XX/XXXX, with a final average of XXXXX values on the YY scale.

As it is not possible for me to present proof of qualifications until the end of the competition, I declare that I undertake to present the aforementioned certificate at the conclusion of the scholarship contract, in the event that I am selected for the vacancy in the competition.

As this is true, I hereby date and sign this declaration.

(Place), (date).

(full name)

NOTE: The declaration may only attest to facts that occurred prior to the application.

In the event of a discrepancy between the information contained in the declaration and the documentation submitted for the purpose of contracting the scholarship, only the information contained in the latter will be taken into account.

Declaration of Honor

I, (full name), bearer of identification document number (XXXX), candidate for a research grant (type of grant), within the scope of the project (name or reference of the project), published on the Euraxess portal, with the reference (ref. call for proposals), declare on my honor that (I have not received any research grants to date / I have received the following research grants) under the Research Grant Holder Statute.

University	Financing Entity	Project	Type of Grant	Duration	Start	Term

As this is true, I hereby date and sign this declaration.

(Place), (date).

(full name)