

RECRUITMENT PROCEDURE FOR A POSITION AS STATION MANAGER

1. Framing

On October 16, 2019, an international recruitment procedure is open for a geodetic fundamental station manager at [Associação RAEGE Açores](#) (A-RAEGE-Az hereafter) in Santa Maria. This procedure, co-financed by [Secretaria Regional do Mar, Ciência e Tecnologia](#) (SRMCT hereafter) and [Fundação Luso-Americana para o Desenvolvimento](#) (FLAD hereafter) via the protocol signed with A-RAEGE-Az on 12/10/2019, is carried out within the scope of the [RAEGE project](#) in the Azores archipelago, and will materialize in the form of a work contract to be effective as of January 1, 2020 for an uncertain period, under the Portuguese Labour Code. Reporting to the Board of A-RAEGE-Az, the person to be contracted will be fully involved in i) the management of the Fundamental Geodetic Station in Santa Maria, ii) the follow-up of the implementation of the Fundamental Geodetic Station in Flores, iii) the setting-up of a technological laboratory in the Fundamental Geodetic Station in Santa Maria and iv) the management of international science and technology partnerships. The aim is to foster the development of RAEGE's technical activity in the Region within the development of the regional and national strategies for science and technology in general and for space activities in particular.

2. Legislation

This publication is based on (i) the Protocol signed between SRMCT, FLAD and A-RAEGE-Az and (ii) legal provisions of the Portuguese Labour Code approved by Law n.º 7/2009 of February 12 amended by Law 105/2009 of September 14, Law 53/2011 of October 14, Law 23/2012 of June 24, Law 69/2013 of August 20, Law 27/2014 of May 8, Law 55/2014 of August 25, Law 28/2015 of April 14, Law 8/2016 of April 1 and Law 93/2019 of September 4.

3. Jury

The jury for the evaluation process is composed by:

President: Francisco Luís Wallenstein Faria e Maia de Macedo, President of the Board of
A-RAEGE-Az

Effective Member: Joaquín Hernández Brito, Chief Executive Officer at Associação para o Desenvolvimento do AIR Centre

Effective Member: José António Lopez Fernandez, Deputy Director of Instituto Geografico Nacional (Ministerio de Fomento – Gobierno de España).

Effective Member: Stephen Merkowitz, Scientist and Project Manager of NASA Space Geodesy Project at NASA Goddard Space Flight Center.

Effective Member: Luís Ramalhais dos Santos, Coordinator of the Azores Mission Structure for Space.

4. Work Place

The work will be based at the RAEGE facilities in Santa Maria. Regular visits to the facilities in Flores are expected once the project justifies it. Traveling for international science and technology partnerships' follow-up is expected. Two to three week stays in Yebe (Spain), amounting to a total of three to four months, are expected in the first year of the contract for laboratory training purposes.

5. Remuneration

The gross monthly payment corresponds to level 45 (2.746,24 €) of *Tabela Remuneratória Única* (TRU). The remuneration is subject to all legal fees and allowances applicable by Portuguese Law.

6. Formalization and deadline application

Applications must be submitted by e-mail to a-raege-az@azores.gov.pt, with reference to "RAEGE Açores/Station Manager", with the following attached documents:

- A. Motivation Letter;
- B. *Curriculum vitae*;
- C. Academic qualifications certificates;
- D. Professional experience certificates;
- E. Letters of recommendation (optional, maximum two);

The deadline for applications begins on the day following the publication of this notice and runs until November 15.

Incomplete and incorrect applications will be excluded from the evaluation process. In case of doubt, the jury may request proof of elements of the CV to the candidates. False statements will be punished according to the law. The list of admitted and excluded candidates and the final classification list will be sent by e-mail requiring receipt/reading notification.

7. Admission Requirements

7.1. Academic Qualifications

Applicants must have a master's degree in Engineering, Physics or equivalent education, and a *Curriculum vitae* that shows a profile appropriate to the activity to be developed. The position is meritorious for future technology development duties within academia as well as industry/the public sector. If the masters degree has been awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 341/2007, of October 12, and any formalities established there must be fulfilled by the deadline date for the application.

7.2. Desirable Requirements

- Multidisciplinary knowledge (electronic, RF, informatics and/or mechanical);
- Ability to synthesize technical and programmatic information;
- Experience with space geodesy;
- Experience with industrial procurement and development;
- Experience with managing activities;
- Experience with funding search and funding management;
- Fluency (oral and written) in Portuguese and English;
- Basic oral and written Spanish skills;
- Dynamism in multidisciplinary international team.

Leadership competences to foster cooperation and effective team working are expected as well as a driving performance for developing and motivating people. Flexibility to travel and exchange with foreign institutes is fundamental.

8. Selection / Evaluation Criteria

The scientific/professional path of the candidates (SPP) shall be scored with focus on the activities carried out over the last five years, as follows:

- Scientific and/or technological production – 0 to 5 points;
- Applied or practice-based activities – 0 to 5 points;
- Knowledge communication and dissemination – 0 to 5 points;
- Science, technology and/or innovation program management – 0 to 5 points;
- Evidence for scientific/technological independence – 1 point per year of scientific/technological Independence.

The above-mentioned five-year period may be extended by the jury, at the candidate's request, when justified by suspension of the scientific/professional activity for *force majeure* reasons (e.g. parental leave, illness, among others).

Requirements for the position, namely Academic Qualifications (AQ) and Desirable Requirements (DR), shall be valued as follows:

Academic Qualifications (AQ)

- Bachelor and masters degrees in different complementary areas - 3 points
- Bachelor and masters degrees in the same area - 1 point

Desirable Requirements (DR)

- Evidence of multidisciplinary knowledge - 1 point per year/area of experience, up to a maximum of 5
- Evidence of ability to synthesize technical and programmatic information – 1 point
- Evidence of experience with space geodesy – 1 point;
- Evidence of experience with industrial procurement and development – 1 point;
- Evidence of experience with managing activities – 1 point;
- Evidence of experience with funding search and funding management – 1 point.

Each jury member shall provide a score for SPP, AQ and DR for each candidate. The final score (FS) of each candidate will be calculated as the arithmetic average of the scores attributed by all members of the jury, as follows:

$$FS = \frac{\sum_i SPPI + AQi + DRI}{5}, \text{ where } i = \text{jury member}$$

The candidates with the three highest scores will be invited for an interview (via videoconference, if necessary), during which communication skills and CV clarification will be evaluated. Based on the interview, each jury member may add a maximum of 2 points to the final score of the candidate.

9. Deliberation of the Jury

The jury will rank the candidates based on their evaluation scores and deliberate accordingly on the candidate selection by nominal voting with no abstention.

The final decision of the jury is ratified by the General Assembly of A-RAEGE-Az, that will empower the President of the Board for the hiring procedure.

10. Prior hearing and deadline for final decision

Under Article 121 of the Code of Administrative Procedure, candidates can object on the jury's decision within 10 days after being notified.

The jury's decision shall be communicated within 30 days from the application submission deadline.

The present call is exclusively for the advertised position and is extinguished with its occupation.

11. Policy for non-discrimination and equality of access:

A-RAEGE-Az actively promotes a non-discrimination and equal access policy, so that no candidate can be privileged, benefited, harmed or deprived of any right or exemption from any duty due, in particular age, gender, 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. Under the terms of D.L. No. 29/2001, of February 3, the candidate with disability has a preference in equal classification, which prevails over any other legal preference. Candidates must declare their respective degree of disability, the type of

disability and the means of communication / expression to be used in the selection process, under the terms of the aforementioned diploma, on the application form.

12. Approval of the call

The jury approved this call at the meeting held on October 15, 2019.

13. Logotypes of funding entities

