

## RECRUITMENT POLICY OF RESEARCHERS

INESC MN recruitment policy for researchers establishes a procedural framework based on principles of openness, non-discrimination, transparency, and merit-based selection, with the objective of ensuring the integrity and quality of all selection processes. Recruitment shall be conducted exclusively through publicly announced competitive procedures, disseminated across national and international platforms so as to guarantee broad and diverse access, prevent any undue restriction of the pool of potential applicants, and promote competition under conditions of equality.

Selection processes are structured on the basis of objective and pre-defined criteria, focused on the assessment of scientific excellence and/or technological expertise, the relevance of the professional trajectory, and the candidate's potential contributions to overarching mission of INESC MN and the respective project or contract for which the recruitment is being conducted. The evaluation of the candidates is performed by a selection panel composed of persons of recognized scientific competence, ensuring impartiality, technical soundness, and rigor in decision-making. Maximum effort is made to ensure diversity in the selection panel. All deliberations shall be duly substantiated and properly documented, enabling full traceability of procedural acts and ensuring a high degree of transparency and accountability.

INESC MN adopts an active policy of equal opportunity and non-discrimination, ensuring that no candidate is advantaged or disadvantaged on the basis of personal or circumstantial characteristics unrelated to the suitability for the performance of the duties in question. All applicants are assessed under identical parameters, applied uniformly and consistently.

Transparency is ensured at every stage of the process, from the opening of the competitive procedure to the communication of final decisions, through the clear disclosure of all requirements, criteria, evaluation methods, and the composition of the selection panels. Personal data are handled in strict compliance with applicable data protection regulations.

Through this framework, INESC MN guarantees a transparent, rigorous recruitment process designed to reach the broadest possible pool of qualified candidates.

#### Applicable Portuguese Legislation

- Estatuto da Carreira de Investigação Científica (Lei n.º 55/2025)
- Regime de contratação de doutorados (DL n.º 57/2016)
- Regulamento de Projetos Financiados (Regulamento n.º 5/2024)
- Código de Trabalho (Lei n.º 7/2009)