

Recruitment of Researchers Policy

INESC-ID is fully committed to upholding the principles of Non-Discriminatory, Open, Transparent, and Merit-Based Recruitment, in line with the European Charter for Researchers and applicable laws and regulations.

This policy aims at ensuring that INESC-ID attracts and retains the most talented resources, in particular - researchers, fosters a diverse and inclusive research environment, and promotes non-discrimination, excellence, fairness, and integrity in all recruitment processes.

Principle of Non-Discrimination

INESC-ID is strongly committed to gender equality, gender balance, equal opportunities and inclusiveness, as defined in the European Charter for Researchers and Sustainable Development Goals (SDGs) set by the 2030 Agenda of the United Nations (UN).

Calls are open to applicants of all nationalities, genders, ages, and backgrounds, in line with national and EU non-discrimination laws.

As defined in the INESC-ID Gender Quality Plan, criteria and procedures for recruiting and selecting human resources bear in mind the principle of equality and non-discrimination based on gender. Additionally, calls are written using a gender-neutral form of language.

INESC-ID encourages the application of men or women in areas where they are underrepresented and, on a case-by-case basis, makes the best effort to recognise any unconscious bias that may influence actions in the context of recruitment processes.

By implementing these measures, INESC-ID endeavours to guarantee non-discriminatory recruitment.

Principle of Openness

Recruitment is conducted exclusively through publicly announced competitive procedures, disseminated across national and international platforms. Announcements include detailed information on job profile, key responsibilities, required qualifications, working conditions, and applicable employment regulations and remain open for a sufficient period of time to allow broad participation.

By taking these steps, INESC-ID ensures that its recruitment processes are open to the widest possible pool of qualified candidates.

Principle of Transparency

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, evaluation

criteria and methods, including weighting of academic qualifications, scientific output, teaching experience, and other relevant factors, and the composition of the selection panels.

Selection panels are composed of independent experts, with a maximum effort made to ensure gender balance in compliance with Portuguese law. If conflicts of interest are reported after applications for a position are received, the jury composition may be altered following a request by the jury member. Any decisions taken by the selection panel are duly documented and justified. The decisions of the selection panel are further validated by the Board of Directors before the decision is transmitted to the candidates.

Additionally, INESC-ID provides the candidates with the opportunity to contest decisions, ensuring procedural fairness and accountability.

By applying these measures, INESC-ID guarantees that its recruitment processes are fair and transparent.

Principle of Merit-Based Recruitment

Evaluation is always based on candidates' qualifications and achievements as specified in the announcement. Each selection criterion is assigned a weight, and candidates are scored holistically based on the quality, integrity, and broader impact of their research contributions, rather than on narrow metrics, in line with the COARA principles. The evaluation process is documented.

By taking these steps, INESC-ID ensures that its recruitment processes are merit-based.

Monitoring

INESC-ID undertakes to monitor and to make an effort to continuously improve the implementation of this Policy within the scope of the management of Human Resources as well as its compliance programme as required by applicable law.