
NOTICE FOR INTERNATIONAL CALL TO HIRE 1 PHD RESEARCHER AT INITIAL LEVEL WITHIN THE SCOPE OF THE PROJECT BCI4ALL | Ref^a BCI4ALL-DL57-1

Application period: 16-Jul-2026 to 29-Jul-2026

The Institute of Systems and Robotics (ISR) opens an international **call to hire one (1) PhD Researcher at initial level**, with the internal reference “BCI4ALL-DL57-1”, under a Unfixed Term Employment Contract to conduct research activities in the field of Brain-Computer Interfaces, in the scope of the project “BCI4ALL”, co-funded by national funds through the Portuguese Foundation for Science and Technology, I.P. (FCT) under reference **2023.17977.ICDT** (<https://doi.org/10.54499/2023.17977.ICDT>), and through the COMPETE 2030 Programme via the European Regional Development Fund, under reference **COMPETE2030-FEDER-00842800**.

1. Applicable legislation

The contest is governed by the provisions of Decree-Law no. 57/2016, August 29, as amended by the Law no. 57/2017 of July 19, and Regulatory Decree no. 11-A/2017, December 29, that approves the rules for post doctoral work contracts (RJEC) within the legal provisions of the Portuguese Labour Code, Law no. 7/2009, February 12, in its current wording and other applicable legislation and regulations.

2. Type of contract

The hiring of the PhD Researcher shall be made through a Unfixed Term Employment Contract (*Contrato de Trabalho a Termo Incerto*).

3. Start date and duration of the contract

The contract is expected to begin on September 15, 2026, and the expected duration is 12 months.

4. Place of work

The work will take place at the Instituto de Sistemas e Robótica, Universidade de Coimbra - Polo 2.

5. Category and monthly remuneration

5.1. Junior Doctoral Researcher (PhD Researcher at initial level), intended for doctorate holders with some but limited postdoctoral experience.

5.2. In accordance with article 15 of the RJEC, the selected researcher shall receive a gross monthly remuneration of **€2679.17**, corresponding to index 38 of the Single Pay Scale, under a full-time with exclusive dedication contract. By request of the selected candidate, the contract may be on a non-exclusive basis. In such a case, the gross monthly remuneration shall correspond to two-thirds (2/3) of the above-mentioned amount – €1786.11.

6. Admission Requirements

6.1. Any national, foreign, and stateless candidates who hold a doctorate degree in Biomedical Engineering, obtained at least 3 years ago, with a scientific and professional curriculum in the field of Brain-Computer Interfaces, can submit their applications.

6.2. Candidates holding qualifications obtained abroad must prove the recognition, equivalence, or registration of the doctorate degree, under the applicable legislation. This formality must be fulfilled up to the date of signing the contract.

6.3. Candidates must demonstrate proficiency in Portuguese sufficient for direct and effective interaction with Portuguese patients.

7. Formalization of the applications

7.1. The applications must be submitted by email to gustavo.bongiovi@isr.uc.pt with CC: gpires@isr.uc.pt specifying in the subject: Ref. BCI4ALL-DL57-1.

7.2. The applications must be submitted with the following documents:

- a) Detailed and structured Curriculum Vitae.
- b) Copy of the doctorate diploma.
- c) Copies of the five most relevant publications in the field of Brain-Computer Interfaces.
- d) Motivation letter (english).
- e) Other documents relevant to the evaluation of qualifications.

7.3. The Curriculum Vitae should contain:

- a) Full name of the candidate.
- b) Email address of the candidate.
- c) Description of the concluded degrees.
- d) List of scientific and technological production (publications, conference presentations, patents and others).
- e) List of previous R&D and professional experience.

7.4. The applications must be submitted between July 16 and July 29, 2026.

8. Jury operation rules and composition

8.1. Applications shall be subject to evaluation by a jury that shall follow the procedure established in articles 13 and 14 (by virtue of article 19) of the RJEC. The deliberations are held by roll call voting requiring the absolute majority of votes of the members of the jury present at the meeting, not permitting abstentions.

8.2. In accordance with article 13 of the RJEC the jury is composed of the following members:

- a) President: Professor Doctor Gabriel Pires, Adjunct Professor at the Polytechnic Institute of Tomar and PI of the BCI4ALL project at the Institute of Systems and Robotics.
- b) Members:
 - Professor Doctor Urbano José Carreira Nunes, Full Professor at the University of Coimbra.
 - Professor Doctor Luís Conde Bento, Adjunct Professor at the Polytechnic Institute of Leiria.

c) Substitute Member: Doctor Teresa Maria da Silva Sousa, Assistant Researcher at the Faculty of Medicine of the University of Coimbra.

9. Selection criteria

9.1. The selection of the successful candidate will be carried out through the evaluation of the scientific and curricular achievements as established by the article 5 of the RJEC and the selection criteria and their respective weighting shall be as follows:

- a) Quantity and quality of publications in the project's scientific field (30%);
- b) Participation in R&D projects in the competition scientific field (30%);
- c) Research experience in signal processing, machine learning and deep learning applied to electroencephalography in the context of brain-computer interfaces, including experience with MATLAB and Python and in the design and conduct of experimental studies involving patients with severe motor impairments (30%);
- d) Advanced training in areas relevant to the project's field (10%).

9.2. If the jury deems it necessary, an interview may be conducted with the top three candidates, based on the combined total score for criteria (a), (b), (c) and (d). In this case, the combined evaluation of criteria (a), (b), (c) and (d) will account for 90% of the total score, and the interview for 10%. Only candidates who score 75% or higher in the combined total of may be offered the position.

10. Final Decision and notification of the results

The final deliberation of the jury shall be homologated by the ISR director which is also responsible for the decision of hiring. The list of admitted and excluded candidates and the final list of classification will be publicised on the website of ISR (<https://isr.uc.pt/opportunities>) and sent by electronic mail to all candidates.

11. Non-discrimination and equal access policy

ISR actively promotes a non-discrimination and equal access policy, reason for which no candidate can be benefited, prejudiced or deprived of any duty, namely age, sex, disability, sexual orientation, chronic illness, nationality, ethnic origin or race, religion or political beliefs.

12. *Editais em Português disponíveis em*

<https://isr.uc.pt/opportunities>

Coimbra, July 15th 2026