PUBLIC NOTICE/0015/2026

OPENING NOTICE POST-DOCTORAL RESEARCH FELLOWSHIP (BIPD)

Reference: Longevity for intergenerational collaborations at work and in markets

The Rector of Universidade Católica Portuguesa, Prof. Dr. Isabel Capeloa Gil, hereby announces the opening of a call for applications for one Post-Doctoral Research Fellowship, to carry out research activities on the topic of the project "Longevity for intergenerational collaborations at work and in markets" in the scientific field of Management Studies at the Center on Longevity Leadership, funded by some of the leading companies in Portugal on the topic ranking from industries such as healthcare, energy, insurance, transformative industry and facility services.

1. GENERAL ADMISSION REQUIREMENTS

- At the time of application, candidates must have completed a Ph.D. degree, obtained not more than three years before the start date of the fellowship.
- The post-doctoral research will be carried out in a host entity other than the one in which the research work leading to the award of the PhD degree was carried out.
- Only candidates who do not exceed, with the conclusion of the fellowship contract referred to in this notice, including the planned renewals, a cumulative period of three years in this type of fellowship, consecutive or interpolated, are eligible.

2. SPECIFIC ADMISSION REQUIREMENTS

In addition to the requirements mentioned above, candidates must have a PhD in the scientific area of Management, with specialization in Organizational Behavior/Strategy/Innovation or related areas. Candidates must also have knowledge or research experience in the following areas:

- Research methods (qualitative, quantitative, and experimental).
- Longevity.
- Intergenerational relationships in the workplace.
- Career Life Design.
- Design Thinking.
- Healthcare and AGEtech.
- Future of Work.
- Organization and Job Design.
- Job Crafting strategies.

The following factors are preferred:

- Experience in Project Management of academic and applied research projects, including those funded by international funding bodies.
- Strong methodological skills across qualitative, quantitative methods and experimental research designs.

- Knowledge in the topic of Longevity and its implications in the business world, covering the future of work, talent management, older consumers and the silver/longevity economy; Active involvement in the international longevity networks and communities.
- Formal training or certification in the Stanford Life Design Studio methodology.
- Engagement with the AGEtech ecosystem, including knowledge of key stakeholders, innovation hubs, startups, and technology-driven solutions for longevity-related challenges.
- Presence in Lisbon.
- Knowledge of the Portuguese business ecosystem.

3. WORK PLAN

- Design and conduct mixed-methods research studies in the field of longevity, integrating qualitative, quantitative, and experimental approaches.
- Prepare and submit national and international research proposals to support the development of competitive research projects.
- Develop collaborative research projects with companies, with a focus on longevity-related challenges in the workplace.
- Coordinate and maintain strategic collaborations with academic, institutional, and corporate partners.
- Contribute to the production of technical and scientific reports and support the management of project-related accounts and deliverables.
- Design and deliver training activities and workshops addressing longevity, work, and organizational practices.
- Plan, coordinate, and manage academic dissemination activities, including research seminars, invited talks, and scientific conferences.

4. APLICABLE LAW AND REGULATIONS

Law n. º 40/2004, of 18 of August (Research Fellowship Holder Statute), altered by Decree-Law n. º 123/2019, of 28 of August and UCP Research Fellowship Regulation.

5. WORKPLACE AND SCIENTIFIC GUIDANCE

The work will be developed at the Lisboa facilities of Universidade Católica Portuguesa, under the scientific supervision of Prof. Céline Abecassis-Moedas.

6. FELLOWSHIP'S DURATION AND START DATE

The fellowship will be awarded for a period of 36 months, in exclusive commitment.
The fellowship is planned to start in 01/04/2026.

7. MONTHLY MAINTENANCE ALLOWANCE

The fellowship's maintenance allowance is 1851 € per month, paid monthly by wire transfer. The fellowship holder will be covered by personal accident insurance.

If not covered by any social protection scheme, the fellowship holder can ensure the right to Social Security through adherence to the Voluntary Social Security scheme, pursuant to "Código dos Regimes Contributivos do Sistema Previdencial de Segurança Social". Provided that the awarded fellowship has a minimum duration of 6 months, the fellowship holder will be entitled to be reimbursed, by UCP, of the charges resulting from the contributions that apply to the first bracket referred to in article 36 of Decree-Law no. 40/89, of 1 February, with the increase in charges arising from the option for the payment of a higher incidence base being paid by the fellow.

8. SELECTION METHOD

The candidates' final classification shall be presented on a scale of 0 to 100.
Candidates will be assessed based on the following criteria:

A. Curriculum Evaluation: 50%;
B. Previous Experience: 50%;

If deemed necessary by the jury, the three best positioned candidates may be interviewed, and in this situation, the weighing will be i) Curricular Evaluation (40%); ii) Previous Experience (40%), and iii) Selection Interview (20%).
Only candidates with a final classification equal to or greater than 80, on a scale of 0 to 100, will be selected for this position.
Applications that do not meet the admission requirements, delivered on time and incomplete applications will be considered ineligible.
The selection panel reserves the right not to select any candidate if it considers that none of the candidates has the required profile.

9. COMPOSITION OF THE SELECTION PANEL

President of the Jury: Prof. Dr. Céline Abecassis-Moedas
Effective Member: Prof. Dr. Rita Vale; Prof. Dr. Miguel Gouveia.
Substitute Member: Prof. Dr. João Cotter Salvado

10. REQUIRED DOCUMENTS FOR APPLICATION

Applications are to be submitted in English and must include the following documents:

1. Curriculum Vitae including all the elements to access the admission requirements, namely all the research fellowships previously awarded, if applicable.
2. Copy of the academic certificate or diploma specifying the final grade.
3. Motivation Letter.
4. Proof of enrolment in the required program or proof of having met the requirements for enrolment.

In case of not being possible to obtain the certificate mentioned in 2. until the due date of the application, the candidate may replace them with declarations of their responsibility with the corresponding content, submitted electronically and, in case of grant of the fellowship, send the official certificates before the contract being signed.

11. DEADLINES AND SUBMISSION OF APPLICATIONS

Required documents should be sent by e-mail to cube.clsbe@ucp.pt from 24/02/2026 to 05/03/2026 (until 5 pm, Lisbon time), with the subject line: Longevity Leadership - #Candidate Name#.

No document that should have been submitted at the application stage may be presented after the deadline set for this purpose in the opening notice. Failure to comply with the deadline set for the submission of the application, as well as the lack of submission or late submission of the documents referred to in this point will determine exclusion from the competition. False statements provided by the candidates are punishable by law.

12. DELIBERATION AND RELEASE OF THE RESULTS

The selection panel deliberates in accordance with adopted and disclosed selection criteria. Minutes of panel meetings shall include a summary of the meeting content. After application of the selection criteria, the panel shall prepare a ranked list of approved candidates and respective classification.

The ranking list of eligible candidates will be published on the premises of Universidade Católica Portuguesa, in Lisbon, located at Palma de Cima, 1649-023 Lisboa - Portugal, with each candidate being notified of his/her position on the list ranking of candidates via email. Ineligible applicants will be notified by email, with details of the missing eligibility elements.

In the 10 working days after the communication of the final decision, the selected candidate must confirm in writing his/her availability to initiate the fellowship on the proposed date. In case of unavailability, the offer will be made to the next candidate in the ranked list.

13. PRIOR HEARING, COMPLAINTS AND APPEALS

In case of unfavorable decision, candidates will have 10 working days after notification to pronounce in a prior hearing, should they wish it, under the terms of the Code of Administrative Procedures. The final decision may be subject to a complaint within a period of 15 working days or, alternatively, of an appeal within a period of 30 working days, with both durations beginning on the date of the initial notification. The complaint or appeal should be addressed to the Rector's Office (Reitoria) of Universidade Católica Portuguesa. After this notification, and in case there are no allegations, the results will become definitive. Ineligible candidates will be notified by email, with details of the missing eligibility elements.

14. PRIVACY POLICY

Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection.

The personal data submitted within the scope of this tender procedure is processed within the framework of said tender procedure only and will be treated by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement.

The data retention period shall correspond to the legally defined period of five years.
The Data Subject is entitled to oppose the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.
The Data Subject has the right of access and portability of the data.
Rights of Personal Data Subjects: https://www.ucp.pt/rights-data-subjects.
For purposes of exercising the respective rights, contact the University through the e-mail address compliance.rgpd@ucp.pt.
The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

15. NON-DISCRIMINATION AND EQUAL ACCESS POLICY

Universidade Católica Portuguesa actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, 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 union membership.

16. CONTACTS FOR FURTHER INFORMATION:

Universidade Católica Portuguesa
CATÓLICA-LISBON

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Tel. 217214122
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E-mail: drh.sede@ucp.pt

Lisbon, February 18, 2026

The Rector