

## CALL FOR A PRINCIPAL RESEARCHER EDITAL PARA A CONTRATAÇÃO DE INVESTIGADOR PRINCIPAL

**Reference:** CTTC\_IP.08\_2023@UNINOVA

**Referência:** CTTC\_IP.08\_2023@UNINOVA

UNINOVA – Instituto de Desenvolvimento de Novas Tecnologias, by decision of the Executive Committee, opens an international call to hire a Principal Researcher, under the Special Investigator regime, over a fixed term contract and in part-time under the following Research projects funded by the European Commission's Horizon 2020 and H2020 programmes:

O UNINOVA – Instituto de Desenvolvimento de Novas Tecnologias, por decisão da Comissão Executiva, abre concurso internacional para a contratação de um Investigador Principal, no regime de Investigador Especial, através de um contrato a termo certo e em regime de tempo parcial, no âmbito dos seguintes projetos de Investigação financiados pelos Programas H2020 e Horizonte 2020 da Comissão Europeia:

- **SMART4HEALTH – 826117** - Citizen-centred EU-EHR exchange for personalised health
- **i4Q – 958205** – Industrial Data Services for Quality Control in Smart Manufacturing
- **Vessel-AI – 957237** - Enabling Maritime Digitalization by ExtremeScale Analytics, AI and Digital Twins
- **AIDEAS – 101057294** – AI Driven industrial Equipment product life cycle boosting Agility, Sustainability and resilience
- **AI-DAPT – 101135826** – AI-Ops Framework for Automated, Intelligent and Reliable Data/AI Pipelines Lifecycle with Humans-in-the-Loop and Coupling of Hybrid Science-Guided and AI Models

### Admission Requirements/Profile of Candidates:

Applicants may be any Portuguese national, foreign and stateless candidates that hold the following requirements:

- PhD in Electrotechnical and Computer Engineering (preferential) or similar;
- Specialization in "Industrial Information Systems" (preferential);
- Minimum of 10 years of proven experience in applied research, working in multinational and multidisciplinary teams such as the ones of European research projects:
  - Coordination of R&D work, ensuring timely accomplishment of project objectives and milestones;
  - Efficiently manage workflows and communications with all stakeholders;
  - Budget control and management
  - Coordination and preparation of new proposals;
- Knowledgeable in data science and AI and technologies for digital transformation within different sectors of society, including manufacturing, health and transportation:
  - Interoperability of systems

- Data Management
- Big data analytics
- AI and Machine Learning
- Experience in the organization of international events such as workshops and conferences;
- Fluency in portuguese and English (written and spoken) - mandatory;
- Good communication and presentation skills;
- Experience in preparing project deliverables and reports;
- Proactivity and ability to work under pressure.
- Immediate availability (mandatory).

#### **Requisitos de Admissão/Perfil dos candidatos:**

Os candidatos podem ser nacionais, estrangeiros e apátridas que possuam os seguintes requisitos:

- Doutorado em Engenharia Eletrotécnica e de Computadores (preferencial) ou similar;
- Especialização em “Sistemas de Informação Industriais” (preferencial);
- Experiência mínima comprovada de no mínimo 10 anos em investigação aplicada, trabalhando em equipas multinacionais e multidisciplinares tais como as de projetos Europeus:
  - Coordenação de equipas I&D, garantindo a execução atempada dos objetivos do projeto;
  - Gestão de processos e comunicação entre diferentes atores do projeto;
  - Gestão orçamental de projetos;
  - Escrita e coordenação de novas propostas;
- Domínio em Ciência de Dados e Inteligência Artificial assim como em tecnologias de transformação digital entre vários setores da sociedade, incluindo manufatura, saúde e transportes:
  - Interoperabilidade de sistemas
  - Gestão de Dados
  - Big Data Analytics
  - Inteligência Artificial e Machine Learning
- Experiência na organização de eventos internacionais, tais como workshops e conferências;
- Fluente na língua Portuguesa e Inglesa (escrita e falada) – obrigatório;
- Excelente capacidade de comunicação e de apresentação;
- Experiência na preparação de entregáveis e relatórios de projeto;
- Proatividade e capacidade de trabalhar sob pressão.
- Disponibilidade Imediata (obrigatório).

#### **Applicable legislation:**

- Administrative Procedure Code, as republished in Decree-Law nº 4/2015, from 7th January in its current version (CPA).

### Legislação aplicável:

- Código do Procedimento Administrativo, republicado pelo Decreto-Lei nº 4/2015, de 7 de janeiro, na sua versão atual (CPA).

### Work Plan Activities:

The works are part of the research activities of the **SMART4HEALTH – 826117** – Citizen-centred EU-EHR exchange for personalised health; **i4Q – 958205** – Industrial Data Services for Quality Control in Smart Manufacturing; **Vessel-AI – 957237** – Enabling Maritime Digitalization by ExtremeScale Analytics, AI and Digital Twins; **SENTINEL – 101021659** – Bridging the security, privacy and data protection gap for smaller enterprises in Europe; **AIDEAS – 101057294** – AI Driven industrial Equipment product life cycle boosting Agility, Sustainability and resilience; **AI-DAPT – 101135826** – AI-Ops Framework for Automated, Intelligent and Reliable Data/AI Pipelines Lifecycle with Humans-in-the-Loop and Coupling of Hybrid Science-Guided and AI Models. Specifically:

#### SMART4HEALTH:

Contribute for the following tasks of the project:

- WP6 - Dissemination, Exploitation, Sustainability and Communication
  - T6.8 Roadmap for platform sustainability and extensibility to new data and data formats

#### i4Q:

Contribute for the following tasks of the project:

- WP6: VALUATE: Piloting and Demonstrating
  - T6.5 - RIASTONE - Advanced In-line Inspection for incoming Prime Matter Quality Control
  - T6.7 - Generic Pilot. i4Q Solutions Demonstrator
  - T6.8 - Continuous Integration and Validation
- WP7: DISSEMINATE: Communication, Dissemination and Standardisation
  - T7.1 - Target-Driven Dissemination Strategy, Plan, and Reporting
  - T7.4 - Industry Clustering and Regional Interactions, DIH Connection, Supporting Partners
  - T7.6 - Standardisation
- WP8: XPLOIT: Business Approach and Market Preparation
  - T8.4 - Creation of i4Q Start-up and Sustainability Analysis
  - T8.6 - Leveraging Additional Funds for the i4Q Exploitation Phase

#### Vessel-AI:

- WP2: Extreme-scale Data Services
  - T2.1 - Data Ingestion and lifecycle management
  - T2.2 - Data Curation, Anonymisation and Semantic Enrichment for Extreme Data

- T2.3 - Data storage and High Performance, Distributed Query Engine
- WP3: HPC Services and Resources management
  - T3.1 - High Performance Computing for Extreme-scale AI Experimentation
  - T3.2 - Parallelisation, Scalability and Resources management Testing on VesselAI scenarios
  - T3.3 - HPC VesselAI Services Layer
- WP4: Artificial Intelligence Services and Synergy with the AI On-Demand Platform
  - T4.3 - Data Validation and ML / Neural Networks Models Definition
  - T4.4 - Models Training and Federated Learning
  - T4.6 - Advanced Visualisations and Reports Engine
- WP5: VesselAI Integration, Security and Technical Evaluation
  - T5.2 - VesselAI Digital Twins and Maritime Apps Integration
- WP7: Dissemination and Communication
  - T7.1-Planning Dissemination, Communication and Community Engagement
  - T7.2-Project Communication Activities
  - T7.3-Dissemination and Community Engagement
- WP8: Exploitation and Business Cases Development
  - T8.1-Project Exploitation Strategy and IPR Management.

#### **SENTINEL:**

Contribute for the following tasks of the project:

- WP5: SENTINEL continuous integration and system validation
  - Task 5.3: From the prototype to the final solution
- WP6: Real-life experiment evaluations: SENTINEL pilots
  - Task 6.3: Open access to the SENTINEL platform for validation and evaluation through Digital Innovation Hubs
- WP7: Ecosystem building, Exploitation and sustainability management
  - Task 7.2. Dissemination and communication strategy to trigger awareness and new business opportunities
  - Task 7.4. SENTINEL ecosystem building: Continuous engagement of technology providers, SMEs/MEs

#### **AIDEAS:**

Contribute for the following tasks of the project:

- WP2: DESIGN: AIDEAS Framework Design:
  - T2.3 - Usage Viewpoint
- WP4: BUILD: AIDEAS 4 Industrial Equipment Manufacturing
  - T4.1 - AI for Materials and Components Procurement
  - T4.4 - Machine Passport: Manufacturing Data
  - T4.5 - Continuous Integration and Validation
- WP5: BUILD: AIDEAS 4 Industrial Equipment Use
  - T5.1 - AI for Industrial Equipment Initial Calibration
  - T5.6 - Continuous Integration and Validation

- WP6: BUILD: AIDEAS 4 Industrial Equipment Repair-Reuse-Recycle
  - T6.4 - Machine Passport: Repair-Reuse-Recycle Data
- WP7: VALUATE: Piloting and Demonstrating
  - T7.5 - Impact Assessment and KPI Validation of AIDEAS Solutions
  - T7.6 - Roadmap, Replicability and Lessons Learned

#### AI-DAPT:

Contribute for the following tasks of the project:

- WP1: Automated AI Pipeline Lifecycle Management Framework
  - T1.1 Automated AI Pipelines End-User Needs, Ethics Analysis, Constraints and Considerations
  - T1.2 Automated AI Pipeline End-to-End Usage Scenarios, and Hybrid Science-Guided AI Models Foundations
  - T1.4 Automated AI Pipeline Lifecycle Design & AI-DAPT Research Agenda
  - T1.5 AI-DAPT User Stories, Technical & AI Requirements
- WP3: Hybrid Science-AI Models Foundations
  - T3.1 Hybrid Science-AI Model Interactive Training within AI Pipelines
  - T3.3 AI Pipelines Continuous Monitoring & Delivery
- WP4: System Architecture, Continuous Integration, Testing and Technical Verification
  - T4.1 AI-DAPT Reference Architecture and APIs Design
- WP6: Dissemination, Communication, Stakeholder Engagement, Exploitation
  - T6.1 Dissemination Activities and Excellence Diffusion
  - T6.2 Communication Activities and Publicity
  - T6.3 Stakeholders Outreach, Engagement and Standardization Contribution
  - T6.4 Liaison Activities and Contribution to the Open Innovation Challenge
- WP7: Project Coordination, Scientific, Technical and Innovation Management
  - T7.1 Project Administration, Management and Coordination Activities

Finally, the candidate will contribute to the sustainability and funding of UNINOVA, in particular within the research center where he operates, identifying funding opportunities and ensuring the proper preparation of proposals for scientific projects in the scope of the ongoing projects.

#### Plano de Trabalhos:

Os trabalhos inserem-se no âmbito das atividades de investigação dos vários projetos, **SMART4HEALTH – 826117** – Citizen-centred EU-EHR exchange for personalised health; **i4Q – 958205** – Industrial Data Services for Quality Control in Smart Manufacturing; **Vessel-AI – 957237** – Enabling Maritime Digitalization by ExtremeScale Analytics, AI and Digital Twins; **SENTINEL – 101021659** – Bridging the security, privacy and data protection gap for smaller enterprises in Europe; **AIDEAS – 101057294** – AI Driven industrial Equipment product life cycle boosting Agility, Sustainability and resilience; **AI-DAPT – 101135826** – AI-Ops Framework for Automated, Intelligent and Reliable Data/AI Pipelines Lifecycle with Humans-in-the-Loop and Coupling of Hybrid Science-Guided and AI Models. Nomeadamente:

#### SMART4HEALTH:

Contribuir para as seguintes atividades do projeto:

- WP6 - Dissemination, Exploitation, Sustainability and Communication
  - T6.8 Roadmap for platform sustainability and extensibility to new data and data formats

#### **i4Q:**

Contribuir para as seguintes atividades do projeto:

- WP6: VALUATE: Piloting and Demonstrating
  - T6.5 - RIASTONE - Advanced In-line Inspection for incoming Prime Matter Quality Control
  - T6.7 - Generic Pilot. i4Q Solutions Demonstrator
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  - T7.1 - Target-Driven Dissemination Strategy, Plan, and Reporting
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- WP8: XPLOIT: Business Approach and Market Preparation
  - T8.4 - Creation of i4Q Start-up and Sustainability Analysis
  - T8.6 - Leveraging Additional Funds for the i4Q Exploitation Phase

#### **Vessel-AI:**

Contribuir para as seguintes atividades do projeto:

- WP2: Extreme-scale Data Services
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  - T2.2 - Data Curation, Anonymisation and Semantic Enrichment for Extreme Data
  - T2.3 - Data storage and High Performance, Distributed Query Engine
- WP3: HPC Services and Resources management
  - T3.1 - High Performance Computing for Extreme-scale AI Experimentation
  - T3.2 - Parallelisation, Scalability and Resources management Testing on VesselAI scenarios
  - T3.3 - HPC VesselAI Services Layer
- WP4: Artificial Intelligence Services and Synergy with the AI On-Demand Platform
  - T4.3 - Data Validation and ML / Neural Networks Models Definition
  - T4.4 - Models Training and Federated Learning
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#### **SENTINEL:**

Contribuir para as seguintes atividades do projeto:

- WP5: SENTINEL continuous integration and system validation
  - Task 5.3: From the prototype to the final solution
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- WP2: DESIGN: AIDEAS Framework Design:
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- WP7: VALUATE: Piloting and Demonstrating
  - T7.5 - Impact Assessment and KPI Validation of AIDEAS Solutions
  - T7.6 - Roadmap, Replicability and Lessons Learned

#### **AI-DAPT:**

Contribuir para as seguintes atividades do projeto:

- WP1: Automated AI Pipeline Lifecycle Management Framework
  - T1.1 Automated AI Pipelines End-User Needs, Ethics Analysis, Constraints and Considerations
  - T1.2 Automated AI Pipeline End-to-End Usage Scenarios, and Hybrid Science-Guided AI Models Foundations
  - T1.4 Automated AI Pipeline Lifecycle Design & AI-DAPT Research Agenda
  - T1.5 AI-DAPT User Stories, Technical & AI Requirements
- WP3: Hybrid Science-AI Models Foundations

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  - T6.4 Liaison Activities and Contribution to the Open Innovation Challenge
- WP7: Project Coordination, Scientific, Technical and Innovation Management
  - T7.1 Project Administration, Management and Coordination Activities

Por fim, o candidato deverá contribuir para a sustentabilidade e financiamento do UNINOVA, em particular do centro de investigação em que se insere, identificando oportunidades de financiamento e garantindo a adequada elaboração de propostas a projetos científicos na sequência os projetos em curso.

#### **Members of the Jury:**

The jury has the following composition:

- President – Ricardo Luís Rosa Jardim Gonçalves
- Member nº 1 – João Francisco Alves Martins
- Member nº 2 – Carlos Manuel de Melo Agostinho

#### **Composição do Júri:**

O Júri será composto da seguinte forma:

- Presidente – Ricardo Luís Rosa Jardim Gonçalves
- Vogal nº 1 – João Francisco Alves Martins
- Vogal nº 2 – Carlos Manuel de Melo Agostinho

#### **Start Date and Workplace:**

The contract under the Category of Principal Researcher is expected to start in September 2023 and will last until December 2024. The project will be developed at UNINOVA, at other facilities located at FCT / NOVA Campus and/or other necessary locations to its execution.

#### **Data de Início e Local de Trabalho:**

O contrato a termo certo na Categoria de Investigador Principal deverá ter início em setembro de 2023 e durará até dezembro de 2024. Os projetos serão desenvolvidos nas instalações do UNINOVA, noutras instalações situadas no Campus da FCT / NOVA e/ou noutras instalações eventualmente necessárias para a sua execução.

#### **Monthly fees:**

Gross monthly Remuneration will be in accordance with salary of the indexes 77 to 97 of the TRU – Single Remuneration Table, approved by Ordinance No. 1553-C / 2008, according to the experience presented by the candidate.



**Valor da Remuneração Mensal:**

Os honorários mensais a atribuir correspondem aos índices remuneratórios 77 a 97 da TRU – Tabela de Remuneração Única, aprovada pela Portaria n.º 1553-C/2008, de acordo com a experiência apresentada pelo candidato.

**Application process:**

The deadline for submitting applications is set at 10 working days after the publication of this call and the application documents (indicated below) should be sent, in PDF format, to the e-mails [recrutamento@uninova.pt](mailto:recrutamento@uninova.pt) and [c.pereira@uninova.pt](mailto:c.pereira@uninova.pt) indicating the reference of the position (mandatory):

- a) Motivation Letter in English;
- b) Detailed CV in English;
- c) Certificate of Qualifications

**NOTE:** The non-compliance with these requirements determines the immediate rejection of application. False statements provided by the candidates shall be punished by law.

**IMPORTANT NOTE:** In the event the degree was awarded by a foreigner higher institution, the degree must comply with the provisions of Decree-Law nº 341/2007, 12 October, and all formalities established there must be fulfilled by applications deadline. False statements provided by the candidates shall be punished by law. UNINOVA 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, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to Decree-Law nr 29/2001 of 3rd February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above.

**Processo de Candidatura:**

O prazo de submissão de candidaturas está fixado em 10 dias úteis após a publicação deste edital e os documentos a apresentar (abaixo indicados) deverão ser enviados, em formato PDF, para os seguintes e-mails: [recrutamento@uninova.pt](mailto:recrutamento@uninova.pt) e [c.pereira@uninova.pt](mailto:c.pereira@uninova.pt) indicando a referência do concurso (obrigatório):

- a) Carta de Motivação em Inglês;
- b) Curriculum Vitae detalhado em Inglês;
- c) Certificado de Habilitações

**NOTA:** A não conformidade com estes requisitos determinará a rejeição imediata da candidatura. Falsas declarações fornecidas pelos candidatos serão punidas por lei.

**NOTA IMPORTANTE:** Salientamos que os graus académicos obtidos em países estrangeiros necessitam de reconhecimento por uma Instituição Portuguesa de acordo com o Decreto-lei nº. 66/2018, de 16 de agosto e a Portaria nº. 33/2019, de 25 de janeiro. A apresentação do reconhecimento é obrigatória para a assinatura do contrato. Falsas declarações fornecidas pelos candidatos são punidas por lei. UNINOVA promove ativamente uma política de não discriminação e de igualdade de acesso pelo que nenhum candidato pode ser beneficiado, prejudicado ou privado de qualquer direito em razão, nomeadamente de ascendência, idade, sexo, deficiência, orientação sexual, doença crónica, nacionalidade, origem étnica ou raça, religião ou convicções políticas. De acordo com o Decreto-Lei nº 29/2001, de 3 de fevereiro, os candidatos com deficiência devem ser preferidos, numa situação de igual classificação, e essa preferência substitui quaisquer preferências legais. Os candidatos devem declarar, por sua honra, o respetivo grau de deficiência, o tipo de deficiência e os meios de comunicação / expressão a serem utilizados durante o processo de candidatura.

#### **Evaluation Criteria:**

- **Criterion A) - 85% - Curriculum and Scientific Course:** based on the curriculum will be analyzed qualitatively the following criteria:
  - a. Scientific and/or technological production considered more relevant by the candidate and its relationship with the objectives to be achieved by the position in competition (40%);
  - b. Leadership capacity of R&D teams and projects (15%);
  - c. Awards and other indicators for the recognition of national and international merit (5%);
  - d. Experience of supervision and/or transmission of knowledge in formal and formal contexts (10%);
  - e. Demonstrated capacity in raising funding for R&D activities (5%);
  - f. Potential to contribute to the sustainability agenda of the agency/department that promotes the competition (10%).
  
- **Criterion B): - 15% - Motivation Letter:** Based on the motivation letter will be evaluated the following criteria:
  - a. Motivation and interest in activities to be performed (10%);
  - b. Command of the English language (5%).

If the Jury finds it essential, it may conduct an interview with the candidates to clarify the elements and evaluate the possible scientific frameworks in the project.

The jury shall deliberate by means of a roll-call vote based on the selection criteria. In the event of a tie, the decision will be the responsibility of the chairman of the jury.

After evaluation of all admitted applications, the jury will write a meeting minute with all process of recruitment, evaluation and selection including an ordered short list of approved candidates and their respective classification and final decision of the jury.

The final decision of the jury shall be validated by the Executive Commission, who is also in charge of deciding about the hiring.

### Critérios de avaliação:

- **Critério A) – 85% - Percurso Curricular e Científico:** com base no currículo será analisado qualitativamente os seguintes critérios:
  - a. Produção científica e/ou tecnológica considerada mais relevante pelo candidato e sua relação com os objetivos a atingir pela posição em concurso (40%);
  - b. Capacidade de liderança de equipas e de projetos de I&D (15%);
  - c. Prémios e outros indicadores de reconhecimento do mérito nacional e internacional (5%);
  - d. Experiência de supervisão e/ou de transmissão de conhecimento em contextos formais e informais (10%);
  - e. Capacidade demonstrada na angariação de financiamento para as atividades de I&D (5%);
  - f. Potencial para contribuir para a agenda de sustentabilidade do órgão/departamento que promove o concurso (10%).
- **Critério B) – 15% - Carta de Motivação:** Com base na carta de motivação será avaliada os seguintes critérios:
  - a. Motivação e interesse pelas atividades a serem realizadas (10%);
  - b. Domínio da língua inglesa (5%).

Caso o Júri achar essencial, poderá realizar uma entrevista com os candidatos para clarificação dos elementos e avaliação dos possíveis enquadramentos científicos no projeto.

O júri delibera por meio de votação nominal, com base nos critérios de seleção. Em caso de empate, a decisão será da responsabilidade do presidente do júri.

Após a avaliação de todas as candidaturas admitidas, o júri redigirá uma ata da reunião com a descrição de todo o processo de recrutamento, avaliação e seleção, incluindo a elaboração de uma lista ordenada dos candidatos aprovados com a respetiva classificação e decisão final do júri

A decisão final do júri será validada pela Comissão Executiva, que também é responsável pela decisão sobre a contratação.

**Form of advertising/notification of results:** The results of the evaluation are disclosed within 60 working days from the end of the application submission period, by notification of the candidates, made by email. The results will be also published on the UNINOVA website.

**Forma de publicitação/notificação dos resultados:** Os resultados da avaliação são divulgados no prazo de 60 dias úteis a contar do final do prazo de apresentação das candidaturas, essa notificação será efetuada através de e-mail para todos os candidatos inscritos. Os resultados também serão publicados no site da UNINOVA.

### Preliminary Hearing and Final Decision Deadline:

After communicating the provisional list of the results of the evaluation, the candidates have a period of 10 working days to express their opinion during a prior hearing of interested parties, pursuant to articles 121 et seq. of the Code of Administrative Procedure.

The final decision will be rendered after the analysis of the statements presented during a prior hearing of interested parties. A complaint may be filed against the final decision within 15 working days, or, alternatively, an appeal may be filed within 30 working days, both counting from the respective notification.

### **Audiência Preliminar e Prazo Final de Decisão:**

Após comunicação da lista provisória dos resultados da avaliação, os candidatos dispõem de um período de 10 dias úteis para, querendo, se pronunciarem em sede de audiência prévia de interessados, nos termos dos artigos 121º e seguintes do Código do Procedimento Administrativo.

A decisão final será proferida após a análise das pronúncias apresentadas em sede de audiência prévia de interessados. Da decisão final pode ser interposta reclamação no prazo de 15 dias úteis, ou, em alternativa, interposto recurso no prazo de 30 dias úteis, ambos contados a partir da respetiva notificação.

### **Non-discrimination policy**

UNINOVA promotes actively 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, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to Decree-Law nr 29/2001 of 3rd February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above

### **Política de não discriminação**

A UNINOVA promove ativamente uma política de não discriminação e de igualdade de acesso, pelo que nenhum candidato(a) pode ser privilegiado(a), beneficiado(a), prejudicado(a) ou privado(a) de quaisquer direitos, ou ser isento/a de quaisquer deveres em razão da sua ascendência, idade, sexo, preferência sexual, estado civil, família e condições económicas, instrução, origem ou condições sociais, herança genética, capacidade de trabalho reduzida, deficiência, doença crónica, nacionalidade, origem étnica ou raça, território de origem, idioma, religião, convicções políticas ou ideológicas e filiação sindical.

Nos termos do Decreto-Lei n.º 29/2001, de 3 de fevereiro, os candidatos com deficiência são preferidos em situação de igualdade de classificação, prevalecendo a referida preferência sobre quaisquer preferências legais. Os candidatos devem declarar, por sua honra, o respetivo grau de deficiência, tipo de deficiência e meios de comunicação / expressão a utilizar durante o período de seleção no formulário de candidatura, nos termos do regulamento acima indicado.