

Program Shaping the Future

Acompanhamento e Desenvolvimento de Docentes e Investigador@s
Counselling and Development of Teachers and Researchers

<https://shapingthefuture.tecnico.ulisboa.pt/>

Luís L. Alves, CADDI
Técnico, November 2025

Agenda

- Coordination
- Administrative and Support Services
- Objective
- Strategic Vision
- Pillars of Programme Shaping the Future (PSF)
 - I - Mentoring, Counselling, Evaluation
 - II - Funding
 - III - Training
 - IV - Communication
- Final messages
- List of acronyms

Coordination

CADDI

Coordenador de Aconselhamento e Desenvolvimento de Docentes e Investigadores
Coordinator of Counselling and Development for Teachers and Researchers

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Department of Physics

Scientific Area of Plasma Physics, Lasers and Nuclear Fusion

Instituto de Plasmas e Fusão Nuclear

N-PRiME group

Administrative and Support Services

NFD

Núcleo de Formação e Desenvolvimento

Ana Lucas, Dina Davide, Ana Coelho

NDA

Núcleo de Desenvolvimento Académico

Gonçalo Moura, Patrícia Simões

Objective

Ensure and transmit to PAX / IAX in PE

- full integration into the academic life of the Department and *Técnico*
- a set of ethical values and good institutional practices
- a strategic perspective on career development that allows you to
 - maximize your potential as a university scholar
 - align your career development plan with *Técnico*'s strategic objectives
 - guarantee all the conditions for a successful probationary period

Strategic vision

Development of PAX / IAX with excellent academic profiles

- academic and scientific independence
- scientific, educational and societal contributions with high impact, relevance and visibility
- commitment to teaching excellence
- national and international recognition and projection
- success in attracting competitive funding
- leadership of scientific team
- demonstration of potential to take on future management / coordination positions

Pillars of Program Shaping the Future

I - Mentoring, Counselling, Review

Monitoring and counselling to ensure the success of the probationary period

(NOTE: some departments have specific regulations)

I - Mentoring, Counselling, Review

- As PAX/IAX in PE, I can

- interact with my mentor for counselling

Do I know who my mentor is ?

Are we meeting regularly ?

- request special assistance from *Núcleo de Desenvolvimento Académico* (NDA)
(Gonçalo Moura: goncalo.moura@tecnico.ulisboa.pt)

- seek mediation from the CADDI, in case of exceptional situations

[I can request a change of mentor after the first year of the PE]

I - Mentoring, Counselling, Review

- As PAX/IAX in PE, I should
 - meet my mentor, at least once a year
 - submit to the President of Dept an annual progress report of PE ([PAX](#) / [IAX-Annex I](#)) + an [academic record](#)
 - meet the CAPE, at least once a year
(for recommendations, based on the progress report)
 - meet the President of the Department, at least once a year
(for annual review, based on the progress report)
(for mid-term review, based on the progress reports)
[for final evaluation, based on the progress reports]

Am I doing this ? / Is this happening ?

I - Mentoring, Counselling, Review

- As PAX/IAX in PE, I can / should

- benefit from a sabbatical leave, ideally
 - * in the 7th term (semester) for PAX and IAX hired during and after 2025
 - * in the 5th term (semester) for other IAX

Am I doing / planning to do this ?

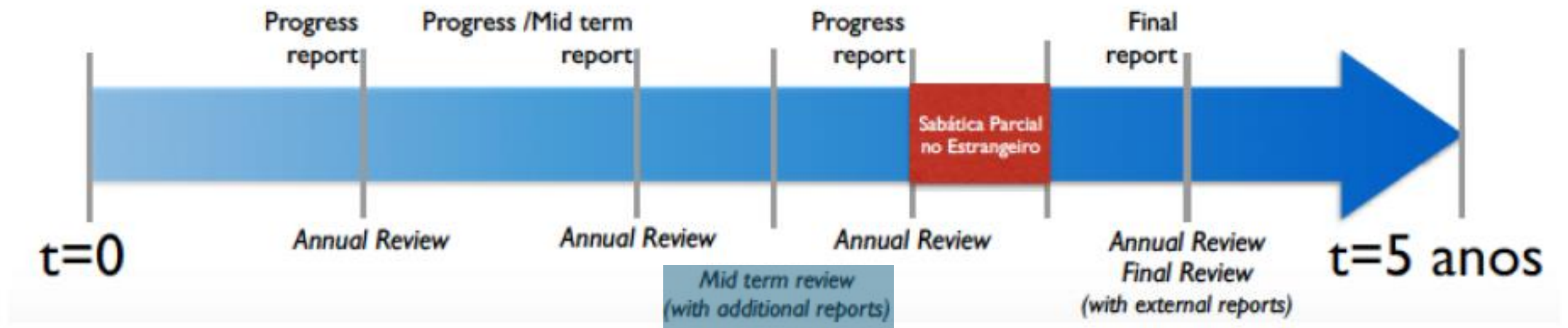
- and also...
 - * teach only 4h/week/semester (if PAX and if recruited in 2024/2025 / FCT Tenure+)
 - * be dismissed from management obligations during the PE
 - * avoid teaching in scattered UCs
 - * teach in advanced UCs
 - * have access to MSc students

Is this happening ?

Timeline

(example for PE of 5 years – PAX and IAX after 2025)

(for other IAX, recede: 2 terms for sabbatical; 4 terms for final evaluation)



Pillars of Program Shaping the Future

II - Funding

Strategy to leverage career development

II – Funding / start-up funds

- As PAX/IAX in PE, I can / should
 - use start-up funds A (until 4k€ / until 7.5k€ - for the duration of FCT Tenure+)
sabbatical component: support for sabbaticals periods of 6m abroad
 - use start-up funds B1 (until 2k€)
basic integration component: computer, participation in conferences
 - use start-up funds B2 (until 1.5k€)
programmatic component: support for the scientific project, depending on experimental intensity

Am I using these funds ?

II – Funding / start-up funds

- How to access components B1+B2
 - **After signature of contract**
 - sign form to open start-up funds' project (receive a PEP / project reference)
 - start submitting acquisitions of G&S for components B1+B2
 - (some departments have “matching funds” procedure)

II – Funding / start-up funds

- How to access component A and confirm component B2

- **Soft competition (“stepping-up” approach)**

- ~ **MAY:** internal annual call for components A and B2

- JUNE:** Santander annual call for component A

- I should apply to **BOTH** calls, to obtain the total funds announced for component A

- **Application documents**

- scientific-pedagogical project for the PAX competition

- brief budget justification

- (tentative) info about sabbatical period abroad

An email is sent in April announcing the call

Results are announced until the end of July

II – Funding / start-up funds

- When to apply
 - First call after recruitment
- When to use the funds for component A
 - Until the 7th term for PAX and IAX after 2025 / 5th term for other IAX

Have I applied ?

- Which rules apply
 - FCT eligibility rules apply
 - there can be no transfer from A to B components

II – Funding / Other opportunities

- FCT-mobility

<https://www.fct.pt/financiamento/programas-de-financiamento/outros-apoios/programa-fct-mobility/>

support to international mobility of researchers

permanent open competition until 31/12/2025, for leaves starting until March 2026

- Incentives for fund raising

- FCT's ERC Portugal Program

<https://www.fct.pt/programa-erc-portugal-da-fct/>

- * ERC-PT Pre-assessment

- * ERC-PT A-Projects (until 250k€/application)

- Técnico's Projects+: **to be announced in 2026**

incentives for participation in other funding programs, also nationals

Pillars of Program Shaping the Future

III - Training

Maximize your potential as university teacher

III – Training

- As PAX/IAX in PE, I can / should

- **participate in the Workshop Shaping the Future**

- promote adaptation to the culture of Técnico, addressing: ethical issues, competitive funding, career development, leadership and team management, supervision and motivation of students, new learning contexts, presentation and discussion of success stories

- 11th edition (2026): June 23 – 25**

- receive observation and follow-up of lectures, **once every scholar year** during PE

- observation of lectures (by NDA)

- feedback and recommendations

- use the opportunity to comment on the mentoring program

- have additional training (e.g., on using Dot tools – **to be announced in 2026**)

- also recommended by NDA, mentor, President of Dept


Am I doing / have I done this ?

Pillars of Program Shaping the Future

IV - Communication

Increase the visibility of PSF at/in Técnico

IV - Communication

- Disseminating counselling and development of teaching / research careers at Técnico
 - creating an institutional image
 - reviewing / updating the website (**in slow progress**) 
 - improving the dissemination of information on the PSF and on PAX/IAX recruitment

<https://shapingthefuture.tecnico.ulisboa.pt/>

Final messages

- Use institutional email: my.name@tecnico.ulisboa.pt
- Read / answer Técnico's emails
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- And ... if you don't know, just ask !

Human Resources
are the most important asset of any institution

List of acronyms

- **PSF**

Program Shaping the Future

(Acompanhamento e Desenvolvimento de Docentes e Investigador@s)

- **CADDI**

Coordenador do Acompanhamento e Desenvolvimento de Docentes e Investigador@s

- **PE**

Período Experimental

- **CAPE**

Comissão de Acompanhamento do Período Experimental

- **NDA**

Núcleo de Desenvolvimento Académico

- **NFD**

Núcleo de Formação e Desenvolvimento