

# Hiring highly qualified human resources



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PORTUGAL  
**2030**

## Hiring highly qualified human resources

### Areas of intervention

Support for the integration of highly qualified staff into SMEs, qualified human resources with an academic degree with a level of qualification equal to or greater than 6, aims to contribute to raising companies' skills in the areas of Qualification and Internationalisation and Research and Development and Innovation (R&D&I), with a view to strengthening the competitiveness of SMEs in an increasingly globalised and competitive market. To this end, the human resources to be hired must be dedicated to this endeavour.

### Geographical area

Territories not classified as Low Density in the North, Centre and Alentejo Regions.

The location of the project corresponds to the region where the company establishment in which the job(s) will be created is located.

### Minimum and maximum investment amounts

The salary costs of hiring highly qualified human resources, for a maximum period of 36 months, establishing the following limits for the respective basic monthly salary for the purposes of reimbursement under this Notice:

#### Centre Region:

##### a) Minimum limits:

- Value corresponding to the salary position following that of graduates entering the general career of senior technician in the Public Administration, in the case of bachelors and masters;
- An amount corresponding to the remuneration position following that of doctoral graduates in the general career of senior technician in the Public Administration, in the case of doctoral graduates and post-doctoral graduates.

##### b) Maximum limits:

- Value corresponding to the third remuneratory position following the minimum threshold referred to above, in the case of bachelors and masters;
- An amount corresponding to the eighth salary position following the minimum threshold mentioned above, in the case of doctoral and post-doctoral graduates.

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**Note:** In addition to the basic salary, the respective compulsory social charges (social security costs and labour accident insurance) are also eligible. Holiday and Christmas bonuses are also eligible.

### Northern region:

#### a) Minimum limits:

- Value corresponding to the entry pay grade for graduates in the general career of senior technician in the Public Administration (position 2), in the case of bachelors and masters (€1,333.35, in 2023);
- The amount corresponding to the entry pay grade for doctoral graduates in the general career of senior technician in the Public Administration (position 4), in the case of doctoral graduates and post-doctoral graduates (€1,754.41, in 2023).

#### b) Maximum limits:

- Amount corresponding to salary position 5 of the general career path for senior technicians in the Public Administration, in the case of bachelors and masters; (€1 964.94, in 2023);
- Amount corresponding to the 12th remuneratory position of the general career of senior technician in the Public Administration, in the case of doctorates and post-doctorates (3 238.99 €, in 2023).

**Note:** In addition to the basic salary, the respective compulsory social charges (social security costs and labour accident insurance) are also eligible.

### Minimum thresholds:

#### a) Límites mínimos:

- Value corresponding to the salary position following that of graduates entering the general career of senior technician in the Public Administration, in the case of bachelors and masters;
- Amount corresponding to the salary position following that of doctoral graduates in the general career of senior technician in the Public Administration, in the case of doctoral graduates and post-doctoral graduates.

#### b) Maximum limits:

- Value corresponding to the third remuneratory position following the minimum threshold mentioned above, in the case of bachelors and masters;
- Amount corresponding to the eighth salary position following the minimum threshold mentioned above, in the case of doctoral and post-doctoral graduates.

**Note:** In addition to the basic salary, the respective compulsory social charges (social security costs and labour accident insurance) are also eligible. Holiday and Christmas bonuses are also eligible.

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### Project eligibility criteria

- a) Beneficiaries will not be considered eligible if, at the time of submission to this notice, they have applications under consideration submitted under other notices of the same type, except in situations where a withdrawal has been submitted.
- b) If the company has projects underway within the scope of other notices of the same type of project, a new project will only be considered eligible within the scope of this AAC if it has ensured the hiring of all highly qualified human resources, with the date of submission of the application being later than the date of conclusion of the labour contracts for the projects underway.
- c) Contribute to the objectives and investment priority set out in Point 1 of the Notice;
- d) The human resources to be hired must have an academic degree with a level of qualification equal to or greater than 6 (bachelors, masters, doctorates or post-doctorates);
- e) The academic degree of the human resources to be hired must be awarded by Portuguese higher education institutions in accredited programmes or obtained in foreign higher education institutions;
- f) In the case of bachelor's and master's degree holders, in addition to the academic degree, specific professional specialisation relevant to the area of recruitment must be demonstrated in the business or regional context in which the contracting company operates. Bachelors and Masters graduates must have Bachelors and Masters graduates must have at least 5 years' experience;
- g) Present a programme for integrating human resources into the company's dynamics, identifying the objectives, the tasks to be assigned and the complementary resources that will be allocated to them, as well as the internal person responsible for monitoring and integrating those hired;
- h) Respect the maximum duration defined in point 10 of this CAA;
- i) Be based on the existence of an employment contract between the worker and the beneficiary, with a minimum duration of 24 months;
- j) The date of recruitment must be after the date of submission of the application;

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l) The hires must not correspond to jobs held by managers, directors and/or partners/shareholders of the beneficiary company;

m) There is a net creation of jobs, in terms of highly qualified human resources, calculated as the difference between the monthly average in the year the project is completed and the monthly average in the pre-project year;

n) The beneficiary must undertake to keep the jobs supported under the project in the company for three years from the date of the project's conclusion, and the technical staff hired may be replaced by others with at least equivalent qualifications.

## **Target audience**

The support to be awarded is intended for the following target group: human resources with appropriate qualifications, namely ISCED level 6 or higher (bachelors, masters, doctorates or post-doctorates).

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