

Faculty of Sciences of University of Lisbon

Public Notice

National and international applications are open by Faculty of Sciences of University of Lisbon (FCUL), for a period of 30 (thirty) working days counted from the working day immediately following the publication of this notice in *Diário da República* for 1 (one) **Assistant Researcher position at this Faculty in the area of Ecology**, to be hired through a public administration contract, as foreseen in the research staff list of the Faculty of Sciences of University of Lisbon, under the terms of articles 9, 10 and 15 of Decree-Law no. 124/99, of 20 April, as amended by Law no. 157/99, of 14 September. Articles 9, 10 and 15 of Decree-Law no. 124/99, of 20 April, amended by Law no. 157/99, of 14 September, which approved the *Estatuto da Carreira de Investigação Científica* (Scientific Research Career Statute) (hereinafter referred to as ECIC).

The person recruited will sign an employment contract in public functions in the category for which this tender was opened, with a trial period of three years. The tender is aimed at PhD graduates with high research potential and ability who wish to enter the scientific research career, and it also complies with the provisions paragraph 5 Article 6 of Decree-Law no. 57/2016 of 29th August, as amended by Law no. 57/2017, of July 19, in relation to the employment contract, reference a DL57/2016/CP1479/CT0010, concluded under the aforementioned Decree-Law.

The joint Rule No. 373/2000 of 31st March, of the Minister of State Reform and Public Administration and the Minister for Equality, makes it mandatory that:

In compliance with paragraph h) of Article 9 of the Constitution, Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in what concerns access to work and professional progress, taking particular care to prevent all forms of discrimination.

In this sense, terms such as 'candidate', 'selected', 'recruited', 'hired', 'author', 'researcher', among others, are not used in this Notice to refer to their gender.

This means that no candidate may be given special privileges, be benefitted or suffer prejudice, in any way, or be deprived of any right, by reason of ancestry, age, sex, sexual orientation, marital or family status, financial circumstances, educational attainment level, origin or social class, genetic inheritance, reduced ability to work, handicap, chronic illness, nationality, ethnic or racial origin, land of origin, language, religion, political or ideological convictions or union membership.

The position is open under the Programme Contract for funding employment relationship of indefinite duration to hiring PhD graduates for the scientific research career, under the terms of article 137 of the 2024 State Budget Law.

In accordance with ECIC articles 16 to 27 and other applicable legislation, the following requirements shall apply:

I - Authorization Order

This recruitment procedure was authorized by Order no. 8507/2024 of the Rector of the University of Lisbon, published in the 2nd series of the *Diário da República* no. 145, of 29th July, issued on the proposal of the Director of the Faculty of Sciences of University of Lisbon, after confirmation of the following requirements:

- a) The existence of an appropriate budget provision;
- b) The existence of a foreseen and unoccupied job in the research staff map of the Faculty of Sciences of University of Lisbon.

II - Approval of the present notice

In accordance with no. 1 of article 24 of the ECIC, this notice was approved by the selection panel at its meeting on 3rd September 2024, according to the minutes of the meeting then approved.

III - Scientific field. Career, category and institution

- 1 - The scientific field of this tender is Ecology.
- 2 - This tender is open for in the form of an employment contract in public functions, by Faculty of Sciences of University of Lisbon, of an Assistant Researcher, position considered in the Research Career according to paragraph a) of article 4 of ECIC.

IV - General and special requirements for admission to the tender

1 - General requirements - those defined in article 17 of the General Labour Law in Public Functions (LTFP), approved by Law no. 35/2014, of 20th June, as currently worded.

2 - Specific requirements - in addition to those defined in article 10 of the ECIC, only the following may be admitted:

2.1 - Individuals who hold a PhD degree in Ecology or related areas, or those who, although holding a PhD in a different field, have a relevant scientific curriculum in the scientific areas of the tender;

3 - Holders of a PhD degree obtained abroad must have the equivalence or recognition or registration of that degree proving that it is equivalent to the one awarded by a Portuguese university. Candidates who do not yet hold the equivalence or recognition or registration of the degree must apply for recognition of the PhD degree, in accordance with Decree-Law no. 66/2018, of 16th August, and this recognition must be obtained by the deadline that will be given to the candidate selected to fill the position, in order to submit the documentation proving that they meet the requirements for admission to the tender, and are consequently eligible to conclude the respective employment contract in public functions.

V - Remuneration and working conditions

Remuneration corresponds to 1st level, index 195, of the scale approved by Decree-Law no. 124/99, of 20th April, as amended by Law no. 157/99, of 14th September.

VI - Functional content

The functional content of the position to be filled is described in paragraph 1 and 4 of article 5 of the ECIC.

VII - Workplace. Tender type. Number of positions to be filled. Tender validity period

1 - The workplace of the Assistant Researcher to be hired following this tender will be the Faculty of Sciences of the University of Lisbon, located in Campo Grande, Lisbon.

2 - Under the terms of paragraph a) article 9 and no. 2 of article 10 of the ECIC, this tender will consist of an assessment of the candidates' curriculum vitae and scientific work. Under the terms of articles no. 3 and 4 of article 10 of the ECIC, the selection board may also decide to hold an interview in order to obtain clarification or explanation of the elements contained in the curricula of the admitted candidates.

3 - The number of positions to be filled is one.

4 - The tender will be valid until the candidate who comes 1st in the final classification list is hired by the Faculty of Sciences of the University of Lisbon.

VIII - Selection panel

The Jury for this tender, which will be chaired by the Director of the Faculty of Sciences of the University of Lisbon, Professor Luís Manuel Pinto da Rocha Afonso Carriço, in the use of powers delegated by the Rector of the University of Lisbon, by Order no. 8507/2024, published in the 2nd series of the Diário da República no. 145, of 29 July, will have the following Professors and Researchers as members:

Chairman: Professor Luís Manuel Pinto da Rocha Afonso Carriço.

Members:

- Professor Rúben Huttel Heleno, Professor Associado do Departamento de Ciências da Vida da Faculdade de Ciências e Tecnologia da Universidade de Coimbra;
- Professor Rita Covas Monteiro, Investigadora Principal do Centro de Investigação em Biodiversidade e Recursos Genéticos (CIBIO-InBIO) da Faculdade de Ciências da Universidade do Porto;
- Professor Paulo Célio Pereira Martins Alves, Professor Associado com Agregação do Departamento de Biologia da Faculdade de Ciências da Universidade do Porto;
- Professor Maria Margarida de Mello dos Santos Reis Guterres da Fonseca, Professora Catedrática do Departamento de Biologia Animal da Faculdade de Ciências da Universidade de Lisboa;
- Doutor José Pedro Oliveira Neves Granadeiro, Professor Catedrático do Departamento de Biologia Animal da Faculdade de Ciências da Universidade de Lisboa.

IX - Notification of the lists of admitted and excluded candidates and the final ranking

The list of admitted and excluded candidates and the final ranking list will be posted at the Faculty of Sciences of the University of Lisbon, located at Campo Grande, 1749 -016 Lisbon, and notified to all candidates by one of the following ways:

a) By e-mail;

- b) By registered letter;
- c) By personal notification.

X — Submission of applications

- 1) Applicants must formalize their applications, within thirty working days from the date of publication of this Notice in the Diário da República, pursuant to article 25 of the ECIC, submitting them, alternatively:
 - a) In person, during normal office hours (from 09:30 am to 1:00 pm and from 2:00 pm to 4:00 pm), at the Office Unit of the Faculty of Sciences of the University of Lisbon, Building C5, floor 1, Campo Grande, 1749-016 Lisbon, or by post, until the deadline;
 - b) Through the FCUL tender platform, available at: <https://ciencias.ulisboa.pt/doc>
- 2) Applications sent by e-mail will not be accepted.

XI — Application Process

1 — The application must be accompanied by the following documents, under penalty of exclusion from the tender:

a) Face-to-face applications:

- A. Application forms (personal data and declarations), available at www.ciencias.ulisboa.pt/concursos?id=4642, submitted on paper, fully completed, dated and signed, in accordance with the mandatory forms, under penalty of exclusion from the tender.
- B. Documents mentioned below, in points i) to iv), submitted exclusively, under penalty of not being admitted to the tender, on one (1) USB stick, in pdf format (allowing copying of text, but not editing):
 - i. *Curriculum vitae* of the candidate, indicating his/her scientific work where, in accordance with paragraph 3 article 16 of the ECIC, it contains: the activities of research, experience and professional training, provision of service to the community, scientific guidance and participation in management bodies that are considered relevant to the call, namely, identifying the activities developed in the different aspects that, under the terms of paragraphs 1 and 4 of article 5 of the ECIC, are part of the set of functions to be performed by an Assistant Researcher, taking into account the aspects and evaluation parameters contained in point 3 of Chapter XIII of this Call; the candidate must structure the *Curriculum vitae* in order to facilitate the quick and complete identification of his/her contribution in each of the subparagraphs of point 3.2 of chapter XIII — Rules of operation of the Jury. The *Curriculum vitae* must contain the candidate's identifiers in the SCOPUS and/or ResearcherID systems that will be used by the jury to verify their publications. A section should be included with a scientific project proposal, where the candidate should explain the motivation for applying for this vacancy and describe their research plan for a period of 3 to 5 years, framing it in their path and in a career development plan with relevance to FCUL, namely its contribution to the strategy of FCUL's R&D Unit, cE3c. The scientific project must contain a maximum of 25000 characters (including spaces).

- ii. Copies of the publications, up to a maximum of ten, that the candidate considers most representative, namely with regard to their contribution to the development and evolution of one of the scientific areas in which the call is open. This selection must be accompanied by a brief justification description in which the candidate explains his contribution.
- iii. Short CV form, the information from which must be demonstrable in the CV context and other documentation submitted, using the template available at: www.ciencias.ulisboa.pt/concursos?id=4642
- iv. Declaration in commitment of honour, to join the R&D D Centro de Ecologia, Evolução e Alterações Ambientais (cE3c), once in an eligible position in the ranking list. Candidates may invoke time or other constraints, a declaration that is already included in the Application Form (in the section on Declarations).

b) By registered post with acknowledgement of receipt, until the deadline, indicating the number of the Notice of Tender, to the Faculty of Sciences of the University of Lisbon, Human Resources Department, Building C5, Campo Grande, 1749-016 Lisbon.

c) Applications via the FCUL tender platform:

The documents referred to in point A of point a) (application - declarations) and in points i) to iv) of point B, must be submitted electronically, via the platform on the Faculty of Sciences website, available at:

<https://ciencias.ulisboa.pt/doc>

2 - All documents of the applications must be submitted either in Portuguese or English languages.

3 - Candidate in 1st place on the final ranking list must submit to the Human Resources Department of the Faculty of Sciences of the University of Lisbon, as stated in the Application - Declarations, referred to in point 1 of this Chapter, the documents proving that they fulfil the legal conditions required for the establishment of a legal employment relationship for an indefinite period with the Faculty of Sciences of the University of Lisbon, within a non-extendable period of 10 working days from the date on which they are notified to submit said documents.

XII - Grounds for excluding candidates

1 - Candidates will be immediately excluded from this tender if, by the deadline and at the place and in the manner specified in this notice, they fail to submit all the documents required, or if they do submit them, if they do not prove that the candidate fulfils the general and special requirements set out in point IV.

2 - Candidates will also be excluded from this tender if, even if they are successful and ranked in a position that allows them to occupy the position in the tender, they are asked to submit documents proving that they fulfil the legal conditions for a public employment relationship of indefinite duration with the Faculty of Sciences of the University of Lisbon, but fail to submit them within the time limit set for them, or if the documents submitted prove to be inadequate, false or invalid.

3 - If a candidate is excluded by order of the Rector of the University of Lisbon, on the basis of the reason referred to in the previous paragraph, the candidate who immediately succeeds him/her on the final ranking list will be asked to submit a document proving that he/she fulfils the legal conditions necessary for the establishment of a legal relationship of public employment for an indefinite period with the Faculty of Sciences of the University of Lisbon.

4 - Candidates excluded under the reasons referred in the previous paragraphs are given a prior hearing for a ten-day period.

XIII - Operating rules of the selection panel

1 - The Jury will respect all the ECIC's operating rules.

2 - The Jury, at its first meeting held on 3rd September 2024, approved the criteria for the approval of candidates on absolute merit and for the ranking of those approved on absolute merit, as well as the procedure for justified roll-call votes, which are set out below.

3 - The criteria referred to in the previous point are as follows:

3.1 - Criteria for admission on absolute merit - Once applications have been duly submitted, candidates will be accepted on absolute merit if:

ii) Present an h-index value (Scopus) greater than or equal to 10; and

iii) Present an article published in a Q1 journal per year, on average, since their PhD, or since 1 January 2019, if the PhD was awarded before this date.

3.2 - Candidates approved on absolute merit, on the basis of the provisions of the previous point, the selection panel will rank these candidates, in accordance with the ECIC, and in drawing up this ranking, the parameters identified and listed in the following points for each of the evaluation strands, with their respective weighting, must be considered.

3.2.1 - Quality of the candidates' scientific and technical work, which has been given a weighting factor of 80 per cent:

i) Scientific publications: this parameter which considers the books, book chapters, articles in scientific journals and international conference proceedings that the candidate has authored or co-authored, considering their nature, importance and impact;

ii) Coordination and participation in scientific projects: a parameter that takes into account the candidate's coordination and participation in scientific projects, considering the nature of the participation, the amount of funding and the relevance;

iii) Creation and reinforcement of laboratory resources: a parameter that takes into account coordination and participation in initiatives that have resulted in the creation or reinforcement of laboratory infrastructures and/or computational research support;

iv) Promotion scientific activities: the evaluation of this parameter should consider coordination and leadership of research teams;

v) Recognition by the international scientific community: a parameter that takes into account, in particular, distinctions received and participation in scientific activities and working groups;

vi) Quality of the scientific project proposal as well as its framework and expected impact on the fulfilment of the strategy and scientific objectives of the FCUL R&D Unit, cE3c.

3.2.2 - Professional Experience and Training, which has been given a weighting factor of 5% considering:

The level and suitability of the academic degrees and titles or professional qualifications, as well as the candidate's professional career, for carrying out the duties of Assistant Researcher, as well as their relevance to the development of cE3c's priority scientific areas. These aspects must be clearly presented in the candidate's *curriculum vitae*.

3.2.3 - Contributions to scientific supervision and teaching activities, given a weighting factor of 10%:

i) Supervision and guidance of students, trainees and research fellows: a parameter that takes into account the guidance of PhD students, master's students and undergraduate students, trainees and research fellows, taking into account the number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course work, especially distinguishing international recognition;

ii) Professional training: coordination and participation in scientific, technological or professional training activities, considering their nature and intensity;

iii) Pedagogical contents: the evaluation of this parameter should consider publications, computer applications and experimental prototypes of a pedagogical nature that the candidate has produced or participated in, taking into account their nature and their impact on the national and international community;

iv) Teaching activity: the evaluation of this parameter should consider curricular units that the candidate has coordinated and taught, taking into account diversity, pedagogical practice and the universe of students.

3.2.4 - Provision of services to the community and participation in management bodies, which has been given a weighting factor of 5% considering:

i) Provision of services and consultancy integrated into the institutional mission: a parameter that takes into account participation in activities involving the business environment and the public sector, taking into account the type of participation, size, diversity, economic value, technological intensity and innovation;

ii) Scientific and technological dissemination: a parameter that takes into account articles in national magazines and conferences and other scientific and technological dissemination publications, as well as in the media, taking into account their professional and social impact;

iii) Service to the scientific community and society: a parameter that takes into account participation in and coordination of scientific and technological dissemination initiatives, taking into account the nature and results achieved by these initiatives;

iv) Participation in management bodies of the university, school and respective research centres: a parameter that takes into consideration the nature and responsibility of the position.

3.2.5 - Curricular assessment - contributions in the specific fields of animal biology, terrestrial ecology, biodiversity, conservation biology and tropical ecology.

4 - The voting process to be used to decide on the final ranking of candidates will be as follows:

4.1 - During the meeting and before voting begins, each member of the jury will present a written document, which will then be attached to the minutes, with their ranking of the candidates, duly substantiated, taking into account the aspects and parameters listed in the previous point.

4.2 - In the various votes, each member of the Jury must respect the ranking they presented in the written document, and abstentions are not permitted. In each vote, the jury's decisions are taken by an absolute majority of votes.

4.3 - Candidates are ranked by applying the ranking methodology set out in paragraph 3, article 20 et seq. of the General Regulations for Competitions for the Recruitment of Full, Associate and Assistant Professors of the University of Lisbon, contained in Order no. 2307/2015, published in the Diário da República, 2nd series, no. 45, of 5th March.

September 4th, 2024. - Dean, Professor Luís Manuel Pinto da Rocha Afonso Carriço.