

#4977

Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment (Assistant Researcher)

**Associated Laboratory CHANGE: Institute for Global Change and Sustainability,
Reference LA/P/0121/2020 (CE3C), financed by Fundação para a Ciência e a
Tecnologia, I.P.**

FCiências.ID/2025/LA/CE3C/2

FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências, through its President of the Administration Board, following the signature of the program-contract for the attribution of the statute and complementary funding to Associate Laboratories 2021-2025, hereby announces the opening of an international call for the recruitment of a PhD Scientific Researcher Recruitment (Assistant Researcher) of the FCIências.ID Scientific Research Career within the scope of the Associated Laboratory CHANGE: Institute for Global Change and Sustainability, Reference LA/P/0121/2020, financed by Fundação para a Ciência e a Tecnologia, I.P., in the form of an indefinite duration fixed-term employment contract, on an exclusive regime, according to the Portuguese Labour Code and Decree-Law No. 57/2016, of August 29th, as amended by Law No. 57/2017, of July 19th.

I. Admission Requirements

Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, provided they hold a doctoral degree* in Biology, specialized in Evolutionary Biology or related areas, and fully comply with the following requirements:

- a) The PhD must have been awarded at least 5 years ago
- b) More than five years of professional and/or academic experience after completing the PhD, h-index equal to or greater than 14 (ref Scopus) - information provided in the CV and/or motivation letter;
- c) Proven experience in field and laboratory work in the field of Bird Phylogeography and Conservation Genetics. This experience must be validated by the (co-)authorship of scientific articles published in international peer-reviewed journals - information provided in the CV and/or motivation letter;
- d) Publication of at least eight (8) scientific articles in journals with an impact factor (WoS) in the last five years - information provided in the CV and/or motivation letter;
- e) Proven scientific and/or professional experience in the areas of Conservation Genetics, Evolutionary Biology and Ornithology, including good knowledge of techniques for collecting samples from wild birds for genetic analysis and laboratory analysis of samples for genetic studies - information provided in the CV and/or motivation letter;
- f) The candidate should also have experience in statistical analysis of phylogenetic data and writing scientific articles - information provided in the CV and/or motivation letter.

* Please note that Degrees obtained in foreign countries need a Portuguese Recognition issued by a Portuguese high degree Institution, according to the [Decree-Law nr. 66/2018](#), of August 16th and the [Ministerial Order nr. 33/2019](#), of January 25th. The presentation of such Recognition is mandatory for contract signature. More information can be obtained in: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

II. Preferential Requirements

- a) Knowledge of techniques, languages, programs that facilitate approaches to Bird Conservation Genetics - information provided in the CV and/or motivation letter;
- b) Proven experience in dissemination activities in the scientific area of the call - information provided in the CV and/or motivation letter;

- c) Proven experience in academic activities (teaching and/or supervising students and/or evaluation panels) in the scientific area of the call - information provided in the CV and/or motivation letter;
- d) Proven experience of cooperation with international teams - information provided in the CV and/or motivation letter;
- e) Proficiency in Portuguese and English (written and spoken) - information provided in the CV and/or in the motivation letter.
- f) Publication of scientific articles in reference journals in the last five years - information provided in the CV and/or motivation letter.
- g) Capacity to attract competitive funding, translated into participation or leadership in national and/or international scientific projects in the area(s) of specialization requested - information provided in the CV and/or motivation letter.

III. Applicable Law

1. Decree-Law No. 57/2016, of August 29th (RCD), in the wording conferred on it by Law No. 57/2017, of July 19th (RCD);
2. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12th, in its current version (CT);
3. Regulatory Decree No. 11-A/2017, of December 29th;
4. Administrative Procedure Code, as published in Decree-Law No. 4/2015, of January 7th, in its current version (CPA).

IV. Work plan

The work plan to be carried out includes the following tasks:

- 1) Collection of biological material from samples of seabirds killed by bycatch on the Portuguese coast;
- 2) Genetic analysis of seabird samples and comparison with data obtained from colonies to determine the geographical origin of the birds;
- 3) Analysis of genomic data and preparation of publications for submission to refereed scientific journals and other media;
- 4) Participation in dissemination activities, communication and engagement of project agents.

V. Composition of the Jury

The members of the jury are:

- President – Cristina Máguas;
- 1st Member of the jury – Maria Ana Dias;
- 2nd Member of the jury – Rui Rebelo;
- 1st Alternate Member of the jury – Margarida Matos;
- 2nd Alternate Member of the jury – Gabriela Rodrigues.

VI. Place of work

Work will be developed at the facilities of the Associate Laboratory CHANGE: Institute for Global Change and Sustainability (CE3C), in Campo Grande, Lisboa, Portugal.

VII. Contract Duration

The full-time indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in July 2025, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration until 31/12/2025, will not exceed the limits set in the RCD, including an initial 30-day trial period.

VIII. Monthly Allowance

The gross monthly salary to be attributed is 3.501,28 Euros, on an exclusive regime, corresponding to the position 1 of the category equivalent to Assistant Researcher, in the Scientific Research career as mentioned in Annex I of ECIC, in its current version, under the terms of decree-law 108/2023 of 22 November 2023, on which legal discounts will apply, plus holiday and Christmas allowances, as well as food allowance in the amount and conditions set out for workers with a legal employment relationship under the Labour Code.

IX. Evaluation of applications

1. Failure to comply with the Admission Requirements implies the non-admission of candidates in absolute merit.
2. According to article 5 of the RCD, the selection of the candidates approved in absolute merit will rely on the evaluation of their scientific and curricular achievements in the last five (5) years, taking into consideration the quality and relevance of the scientific production, and the professional activity indicated as more relevant by the candidate, within the scope of the project.
3. Based on the assessment of the candidates' scientific and curricular background in the last five (5) years, each member of the jury presents a justified proposal for admission (final classification equal to or greater than 75%) or exclusion (final classification below 75%) for each candidate, according to the evaluation criteria referred to in paragraph 5.
4. The final classification of candidates is given on a scale of 0 to 100%.
5. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) Participation or leadership in relevant scientific projects in the area of expertise of the contest - 20%;
 - b) Publications in journals of high scientific merit in the specialist fields listed in point I - 40 %;
 - c) Pedagogical, extension and knowledge dissemination activities, namely in the context of the promotion of scientific practices, organization of courses, seminars and conferences for the promotion and dissemination of the competition's specialty area - 10%;
 - d) Letter of motivation including reference to the field of specialization and the work plan to be developed - 15%;
 - e) Assessment of the selected relevant publications for the objectives and requirements of the Workplace - 15%;
 - f) Interview, if deemed necessary by the jury - 10%
6. The jury may decide to interview the 2 best ranked candidates [in criteria a) to e) of paragraph 5], for clarifications and improved explanations of curricular elements. If there is an interview, the sum of the classification obtained in the evaluation criteria a) to e) will correspond to 90% of the final classification and the interview will correspond to 10%.
7. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
8. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
9. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
10. Hiring will be decided by the Chairman of the Board of Directors of FCIências.ID, based on the final jury recommendation.
11. The evaluation results will be published on the website of the FCIências.ID ("Concursos" tab). The candidates will be individually notified of the evaluation results by e-mail sent to the address indicated in the "Personal Data" section of the submitted form.

12. With the notification referred to in paragraph no. 11, the hearing phase of interested parties referred to in Article 121 *et seq.* of the CPA will begin, and last for ten working days.
13. The possible pronouncement of the candidate in a prior hearing must be addressed to the President of the jury and submitted in writing to concursos@fciencias-id.pt. The President of the jury will convene a jury's meeting to produce the final decision, within thirty working days.
14. Within five working days of the final jury decision, the Chairman of the Board of Directors of FCIências.ID will approve it and the candidates will be notified.
15. The communication between FCIências.ID (concursos@fciencias-id.pt) and the candidates will be electronic and will comply with the following rules:
 - a) At the time of electronic submission of any document - namely in the case of paragraph no. 13 - the candidates must generate proof of "sent message".
 - b) FCIências.ID will send an email message acknowledging documents received to the email address used by the candidates, within two working days.
 - c) In case of absence of a confirmation receipt by FCIências.ID – showing the possibility of technical problems that should neither be the responsibility of the candidate nor FCIências.ID - the candidates should contact FCIências.ID, with the proof referred to in point (a), to ensure delivery and proper receipt of the documents concerned.

X. Processing of personal data

1. FCIências.ID - Associação para a Investigação e Desenvolvimento de Ciências, as the responsible for processing the personal data, in accordance with the [General Data Protection Regulation](#), collects and processes the personal data requested in the context the job application, under paragraphs b) and c) of Article 6.1 of the General Data Protection Regulation (RGPD).
2. The personal data shall be kept for the period necessary for the execution of the purposes for which they are intended, and the processing and protection, in an appropriate and diligent manner, of the confidentiality and integrity of such data shall be ensured through appropriate technical and organisational measures.
3. Personal data may be transmitted to third parties, namely the entity funding the research project, solely for the purposes specifically established. In this sense, whenever necessary the transfer of personal data to countries outside the European Union and/or international organizations, compliance with the applicable legal provisions shall be ensured.
4. You have the right to request access, rectification, erasure, limitation of processing, the right to object and also data portability (if technically feasible) by sending an e-mail to: dpo@fciencias-id.pt. You also have the right to lodge a complaint with the National Data Protection Commission.
5. For more information, we recommend that you consult the Internal Rules of Data Protection of FCIências.ID - Association for Research and Development of Sciences at <https://fciencias-id.pt/>.

XI. Compliance with public policies

1. FCIências.ID actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived of any right or exempt from any duty due to, inter alia, ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, 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 beliefs and trade union membership.
2. Under the terms of D.L. No. 29/2001, of February 3rd, a disabled candidate has a preference in equal classification, which prevails over any other legal preference. Candidates must declare their respective degree of disability, the type of disability and the means of communication / expression to be used in the selection process, under the terms of the above-mentioned diploma.

XII. Submission of Applications

1. The present call will be open from the 5th of June 2025 to the 20th of June 2025.
2. The application and all the required documents may be submitted in Portuguese or English.
3. Applications will be submitted online, through the electronic platform of FCiências.ID (<http://concursos.fcencias-id.pt>).
4. On the electronic platform, applicants will complete a mandatory section on Personal Data [name, address, date of birth, contact email, nationality and scientific identifiers] and upload files with the documents listed below:
 - i. Detailed *Curriculum vitae* in PDF format - *mandatory*;
 - ii. A motivation letter clearly demonstrating that the candidate has an adequate profile for the position and fully complies with the Admission Requirements - *mandatory*;
 - iii. Up to five publications relevant for the objectives of the Workplace - *mandatory*;
 - iv. Digital copies of documents proving formal academic degrees (PhD) and/or other scientific and professional qualifications - original documents must be provided in case of actual recruitment - *mandatory*;
 - v. Other documents that candidates consider relevant for the assessment of their scientific merit, or to declare the personal situation in the cases covered in section XI-2 of this Notice - *optional*.
5. By decision of the Chairman of the Board of Directors of FCiências.ID, candidates who do not submit the documents identified in no. 4 will not be admitted to the call. In case of doubts, the Chairman may also invite candidates to substantiate specific data or statements with official supporting documents, before accepting the candidates' submission.

This Public Note was approved by the jury on the 3rd of June 2025.