

PUBLIC NOTICE

INTERNATIONAL CALL FOR APPLICATIONS FOR THE SELECTION AND RECRUITMENT OF PHD CANDIDATES IN PURSUANCE OF ARTICLE 23 OF DECREE-LAW No. 57/2016, OF AUGUST 29th , WITH THE AMENDMENTS LAID DOWN BY LAW No. 57/2017, OF JULY 19th , AND COMPLEMENTARY LEGISLATION

1. In the light of the favourable opinion of the Scientific Council of the *Faculdade de Ciências* (Science Faculty) of the *Universidade de Lisboa* (University of Lisbon), hereinafter also “the Faculty” or “FCUL”, as deliberated and approved during the procedures held on 25th July of 2018, and supported by the Rector decision, dated 7th of August 2018, notice is hereby given of the opening of an international selection procedure to recruit **35 PhD degree holders** to fill **35 PhD degree level positions**, to carry out research activities in the scientific domain of **Life Sciences**, under the framework of an employment contract in public functions, for a fixed term period of three years, to develop projects according to the scientific areas and specific requirements listed below:

POSITION 2467

Scientific Area: Biochemistry

Required PhD Degree: Biochemistry (Structural Biochemistry)

Specific Requirements: Protein biochemistry and research in rare metabolic disorders of mitochondria, using biochemical and molecular integrative approaches; protein folding and stability (flavoproteins). Expression /purification of recombinant proteins, spectroscopic and biophysical methods for advanced biomolecular characterization (CD, fluorescence, DSC, DSF, SPR).

POSITION 2468

Scientific Area: Systems Biology

Required PhD Degree: Biology

Specific Requirements: Early drug discovery; High-throughput screening techniques for the identification of compounds of high therapeutic potential for Cystic Fibrosis.

POSITION 2469

Scientific Area: Systems Biology

Required PhD Degree: Biotechnology / Immunology

Specific Requirements: Expertise in Molecular and Cellular Biology and/or Immunology. Publication track-record in differentiation and regulation of the immune system, with special focus on regulation of gene expression. Publication track record in the field of RNA molecular biology and biochemistry.

POSITION 2470

Scientific Area: Cellular and Molecular Biology

Required PhD Degree: Biological Sciences

Specific Requirements: Cellular and Molecular Plant Biology in *Arabidopsis thaliana* and *Nicotiana tabacum*, related to the study of genes associated with lipid metabolism in plant development, including expression, purification and crystallization of recombinant proteins.

POSITION 2471

Scientific Area: Biochemistry

Required PhD Degree: Biomedical Sciences

Specific Requirements: Targeted delivery of neuropeptides to prevent neurotransmission/synaptic plasticity changes in epileptogenesis; cognitive stimulation therapies to rescue cognitive decline in animal models of epilepsy: medical application. Changes in lipid rafts in epilepsy and therapeutic actions of the ketogenic diet.

POSITION 2472

Scientific Area: Systems Biology

Required PhD Degree: Biochemistry (Biophysics)

Specific Requirements: Functional genomics to identify specific gene functions through microscopy screens; assay design for high-throughput microscopy; intracellular membrane protein traffic; software development for image analysis and visualization and biostatistical analysis of phenotypical high content microscopy screens.

POSITION 2473

Scientific Area: Systems Biology

Required PhD Degree: Medical Sciences

Specific Requirements: Functional genomics applied to the study of epithelial differentiation related to intracellular traffic by high-throughput wound healing assays performed by automated fluorescence microscopy; biochemistry and electrophysiology of membrane proteins for functional analysis and validation of hit genes.

POSITION 2474

Scientific Area: Condensed Matter Physics and Nanotechnology

Required PhD Degree: Condensed Matter Physics and Radiation

Specific Requirements: Innovative techniques in atomic force microscopy (AFM) and related methodologies; technologies for AFM in biological media, to study molecular interactions and mechanical properties of biological systems, nanofluidics and nanofriction.

POSITION 2475

Scientific Area: Cellular and Molecular Biology

Required PhD Degree: Biology (Molecular Biology)

Specific Requirements: Plant functional genomics, plant symbiotic and pathogenic interactions; production of mycorrhizal fungal inoculum and mycorrhizal plants, particularly woody plants; molecular biology techniques, genomics and biochemical and physiological analysis of plants, including woody plants.

POSITION 2476

Scientific Area: Cellular and Molecular Biology

Required PhD Degree: Molecular Biology

Specific Requirements: Molecular mechanisms of the genetic disease cystic fibrosis (CF) associated with defects in mRNA processing (splicing and nonsense mediated decay); high-

throughput screens (RNAi and chemical compound libraries); fluorescence microscopy and image analysis; RNA-based therapeutic strategies (antisense oligonucleotides).

POSITION 2477

Scientific Area: Cellular and Molecular Biology

Required PhD Degree: Molecular Biology

Specific Requirements: Gene expression, functional analysis of genes involved in biotic/abiotic stress and fertilization in woody plants (chestnut) and model plants (Arabidopsis, tobacco); Methodologies of isolation and cloning of genes, transcriptomics, qPCR and genetic transformation.

POSITION 2478

Scientific Area: Biochemistry / Theoretical and Computational Chemistry

Required PhD Degree: Bioorganic Chemistry

Specific Requirements: Theoretical profile to develop new computational methods to include pH effects in membrane models; current lipid force fields and computational biophysics data they provide; molecular modeling of protonation effects in proteins, peptides and other bioactive compounds interacting with lipid bilayers.

POSITION 2479

Scientific Area: Ecology

Required PhD Degree: Biology (Ecology)

Specific Requirements: Research in conservation and management of cork oak woodlands and its biodiversity, focusing on birds. Compilation, reanalysis of scientific information and meta-analysis techniques. Environmental education and science communication about oak woodlands and birds.

POSITION 2480

Scientific Area: Ecology

Required PhD Degree: Biology

Specific Requirements: Identification (morphological and acoustic methods), ecology and conservation of African bats, particularly their role as seed dispersers; application of methodologies of radio-tracking and of modeling of spatially explicit data, relevant for the study of the behavior of seed dispersers.

POSITION 2481

Scientific Area: Evolutionary Biology

Required PhD Degree: Evolutionary Biology

Specific Requirements: Phylogeography, population genetics, hybridization and speciation in cetaceans.

POSITION 2482

Scientific Area: Evolutionary Biology

Required PhD Degree: Biology (Plant Biotechnology)

Specific Requirements: Adaptive and functional evolution of phytopathogenic fungi with particular focus on the interaction with coffee, integrating genomics, transcriptomics and pathology.

POSITION 2483

Scientific Area: Evolutionary Biology

Required PhD Degree: Biology

Specific Requirements: Coordination of the EvoS programme (evolution and societies) at the University of Lisbon. Research on human behavior at the interface of evolution, behavioral economics and social psychology.

POSITION 2484

Scientific Area: Evolutionary Biology

Required PhD Degree: Evolution, Ecology, Genetic Resources, Paleontology

Specific Requirements: Experimental Evolution with herbivorous mites, focusing on host-endo-symbionts and host-plants interactions.

POSITION 2485

Scientific Area: Microbiology

Required PhD Degree: Microbiology

Specific Requirements: Microbiology, including that of extreme environments, and interactions involving thermophilic soil microorganisms and their agronomic application, in the interface between Microbial ecology and Agronomy.

POSITION 2486

Scientific Area: Ecology

Required PhD Degree: Biology (Ecophysiology)

Specific Requirements: Soil-plant-atmosphere continuum, with a multidisciplinary approach integrating ecophysiology, biochemistry and microbiology, aiming to understand the adaptive response to biotic and abiotic factors of plants and their microbiome, and trophic webs.

POSITION 2487

Scientific Area: Evolutionary Biology

Required PhD Degree: Zoology

Specific Requirements: Phylogeography, genomics and evolutionary patterns of adaptive genes in Procellariiformes.

POSITION 2488

Scientific Area: Evolutionary Biology

Required PhD Degree: Evolutionary Biology

Specific Requirements: Experimental evolution in the *Drosophila* model, including real-time evolution analysis, integrating several biological levels: phenotypic, karyotypic and genomic.

POSITION 2489

Scientific Area: Ecology

Required PhD Degree: Biology

Specific Requirements: Ecology and conservation in tropical island forest; Effects of human activities on terrestrial biodiversity, focusing on endemics and assemblage-level approaches.

POSITION 2490

Scientific Area: Evolutionary Biology

Required PhD Degree: Evolutionary Biology

Specific Requirements: Evolution and insect genomics, specifically in population genomics and genomic association studies in species of agricultural interest.

POSITION 2491

Scientific Area: Ecology

Required PhD Degree: Biological Applications and Technology

Specific Requirements: Ecology of freshwater fish; Phylogenetic (use of phylogenetic markers) and morphometric analyses of fish; Trophic ecology of freshwater fish and identification of freshwater invertebrates; Experimental design and acquisition of sounds produced by freshwater fish; Handling and statistical treatment of historical data.

POSITION 2492

Scientific Area: Marine Biology

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Aquaculture of the early stages of development of marine fish and invertebrate, manipulation of environmental variables, biological responses to ocean warming and acidification (behavior, malformations, fatty acid composition, metabolism, oxidative stress, enzyme activity).

POSITION 2493

Scientific Area: Ecology

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Indicators of functional integrity of marine fish assemblages, marine monitoring design and implementation (SCUBA diving visual census, fisheries surveys and sediment sampling); agent-based modelling and computational simulation of ecological systems.

POSITION 2494

Scientific Area: Ecology

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Connectivity of marine fish populations with segregated life stages and estuarine nurseries; movement and life history reconstruction (otolith microchemistry, and integrated use with other natural markers); factors influencing fish connectivity and the use of natural markers.

POSITION 2495

Scientific Area: Ecology

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Patterns and driving ecological processes of fish biodiversity in marine and estuarine habitats; functional ecology of fish assemblages and their response to different anthropogenic pressures; Ecological Indicators.

POSITION 2496

Scientific Area: Ecology

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Ecological modeling of estuarine fish populations, predictions of biodiversity variation patterns, species distribution and functional traits in estuaries, at a multi-scale level; ecology of estuaries and estuarine fish species and communities.

POSITION 2497

Scientific Area: Ecology

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Connectivity of marine fish populations using natural markers (otolith microchemistry); Integration of natural markers to identify population structure of marine fish species. Assessment of fish larval dispersal.

POSITION 2498

Scientific Area: Environmental Science and Management

Required PhD Degree: Biology (Marine Biology)

Specific Requirements: Dynamics of estuarine and marine systems; seagrasses; ecotoxicology of bivalves, crustaceans and fish species; stress oxidative responses under climate change (i.e. ocean warming and acidification) and environmental pollution; intersexuality.

POSITION 2499

Scientific Area: Environmental Science and Management

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Aquaculture (larvae, juveniles, adults) of echinoderms, tunicates, crustaceans, fish and amphibians; Biological response (development, physiology, photobiology, behavior, biochemistry) to climate change (ocean warming and acidification; temperate and tropical environments); Environmental toxicology (marine fish and crustaceans); Population genetics (fish); Seagrass transplant and monitoring.

POSITION 2500

Scientific Area: Environmental Science and Management

Required PhD Degree: Biology (Marine Biology and Aquaculture)

Specific Requirements: Multi-biomarker, growth and condition responses in estuarine fish and invertebrate species; ecotoxicity of pharmaceuticals in coastal environments; estuarine ecology and transitional water quality assessment: indices development and application.

POSITION 2501

Scientific Area: Ecology

Required PhD Degree: Marine Sciences

Specific Requirements: Stock ID using body and otolith morphometrics, parasites and growth in fish species; reproductive strategies of fishes including hormonal analysis and fecundity based on histometric methods for fisheries information; science communication in fisheries and ocean literacy for non-scientific audiences.

2. Applicable legislation:

a) Decree-Law No. 57/2016, of 29th August, amended by Law No. 57/2017, of 19th July, establishing the legal framework for recruitment of personnel with a PhD degree, designed to encourage employment in the fields of science and technology, in all areas of knowledge (RJEC). It will also be taken under consideration the provisions of the Regulatory Decree No. 11-A/2017, of 29th December;

b) The *General Law of Labour in Public Functions (Lei Geral do Trabalho em Funções Públicas -LTFP)*, approved in annex to Law No. 35/2014, of 20th June, and its subsequent amendments.

3. In pursuance of article 13 of the RJEC, the Selection Panel has the following composition:***President:***

- Professor Luís Manuel Pinto da Rocha Afonso Carriço, Full Professor of the Department of Informatics and Diretor of FCUL.

Members:

- Professor Margarida Sofia Pereira Duarte Amaral, Full Professor of the Department of Chemistry and Biochemistry of FCUL and Coordinator of the Biosystems and Integrative Sciences Institute
- Professor Cristina Maria Filipe Máguas Silva Hanson, Associate Professor of the Department of Plant Biology of FCUL and Coordinator of the Centre for Ecology, Evolution and Environmental Changes
- Professor Ricardo Alexandre Perdiz de Melo, Assistant Professor of the Department of Plant Biology of FCUL and Coordinator of the Marine and Environmental Sciences Centre – Lisboa
- Professor Rui Manuel dos Santos Malhó, Full Professor and President of the Department of Plant Biology of FCUL.

4. The primary work location will be at FCUL, established at Campo Grande in Lisbon (postal code: 1749-016 Lisboa) and/or other necessary locations for the development of research activities, in accordance with the guidelines approved by the FCUL Board of Directors.

5. The gross monthly salary the positions entitle is stipulated in paragraph 1 of article 5 of the Regulatory Decree (*Decreto Regulamentar*) No. 11-A/2017, of 29th December, corresponding to level 33 of the consolidated remuneration table (*Tabela Remuneratória Única*) approved by the Government Order (*Portaria*) No. 1553-C/2008, of 31st December, respectively 2,128.34 Euros, without prejudice to the provisions provided in paragraph 3 of article 5 of the aforementioned Regulatory Decree.

6. In view of the funding scheme foreseen for contracts to be awarded under the present procedure, the selection process and funding, relative to a specific position, will be terminated if the grant holder who gave rise to these proceedings, does not pursue his or her application to the said position.

7. The contract for each position will remain in force for a period of 3 years, being automatically renewed for subsequent periods of one year, up to a maximum duration of 6 years, unless:

a) The FCUL Scientific Council may propose termination based on an unfavourable evaluation of the work carried out by the PhD candidate (under the terms of the current Faculty regulations), which must be communicated to the interested party up to 90 days prior to the final term of the initial contract or of any of its subsequent renewals;

b) By application of any of the causes for termination provided for in article 289 of the LTFP;

c) The public employer, or the employee, shall communicate in writing, up to 30 days prior to the final term of the contract or of any of its subsequent renewals, their desire not to renew it, thus ensuring the termination of the fixed-term work contract born of the present procedure.

8. Portuguese nationals, foreign and stateless persons, holding a PhD degree in the scientific area or branch of knowledge of the open positions may submit applications to this selection procedure, as may those whom, under the terms of Decree-Law No. 341/2007, of 12th October, regulated by Government Order (*Portaria*) No. 227/2017, of 25th July, have been recognized as holders of a PhD degree, with all inherent entitlements, or to whom, under the terms of Decree-Law No. 283/83, of 21st June, equivalence or recognition of the PhD degree was granted and

possess a scientific and professional curriculum revealing the appropriate profile for the research activity to be developed.

8.1 Equivalence, recognition or registration of the PhD degree must be obtained by the candidate within the deadline, to proceed with the delivery of the documentation that proves that he/she meets the requirements of admission to competition, and is therefore eligible to conclude his employment contract in public functions.

9. Formal procedure for applications:

9.1 Under penalty of exclusion, applications must be submitted through the FCUL *online* competition platform, available at: <https://ciencias.ulisboa.pt/dl57>

Applications sent by e-mail or through any other means will not be accepted.

9.2. The application, under penalty of exclusion, must be accompanied by the following documents, including proof of the conditions set out in point 8 regarding eligibility for this selection procedure:

- a) Application Form - Declarations, fully completed, dated and signed, in accordance with the form available in: <https://ciencias.ulisboa.pt/dl57>. The use of this form is compulsory.
- b) Copy of the Certificate of Qualifications or of the Diploma related to the title of PhD degree;
- c) *Curriculum vitae* (CV) of the candidate, detailed and structured according to the items in points 13 and 15 of this Notice;
- d) Research project (maximum 10 A4 pages, letter Times New Roman 12, with spacing between lines of 1,5), which focuses on the scientific area and specific requirements defined for the position to which the candidate is applying, contemplating the following items:
 - Synopsis
 - Framework for the FCUL mission and the strategic program of an FCUL's R&D unit
 - Research plan and methods (for 3 and 6 years)
 - Expected results and impact
 - Expected indicators (at 3 and 6 years) considering the items 15.1 to 15.4 of this Notice;
- e) Copies of the publications/works that the candidate considers most representative/relevant, up to a maximum of five;
- f) Other documents, of an optional nature, the applicant justifies as being relevant to the assessment of his or her application.

9.3 The documents referred to in points a) to f) of section 9.2 must be submitted electronically, through the platform on the Faculty of Science website, available at: <https://ciencias.ulisboa.pt/dl57>, until the last day of the deadline of the competition, which is set at 30 working days after publication of this Notice in the Portuguese Government Gazette (*Diário da República*), counting as of the first business day following the publication date.

This notice is also published on the Public Employment Exchange Portal (Bolsa de Emprego Público) and on the websites of the contracting institution and the Foundation for Science and Technology (FCT, I.P.) in Portuguese and English.

9.4 Applications and documentation may be submitted in Portuguese or English although, if a member of the Selection Panel does not know the Portuguese language, the President of the

Selection Panel may request that, within a reasonable timeframe, the candidate translates into English a document previously submitted in Portuguese.

10. By decision of the FCUL Director, candidates who do not comply with the provisions of point 9 will not be admitted to the selection procedure, as well as candidates who do not submit in their application the documents referred in points a), b), c) and d) of section 9.2, or that present them in an illegible manner, incorrectly filled, or invalid. The Director is also empowered to require any candidate, in case of doubt and for the purposes of admission to the competition, provides documents supporting his or her statements.

11. Approval on absolute merit in each position:

11.1. The Selection Panel shall deliberate on a candidate's approval or non-approval based on absolute merit using a justified roll-call vote, where no abstentions are permitted.

11.2. Candidates will be approved on absolute merit if they obtain the favourable vote of more than half of the Selection Panel members.

11.3 Candidates will be approved on absolute merit if they have a scientific and curricular pathway relevant to the scientific area (s) and specific requirements defined for the position to which they are applying, and taking into account their adequacy based on the additional criteria identified in 15.5.

11.4 An unfavourable vote for approval on absolute merit can still be justified by failure to comply with the following circumstance: that the Scientific Project prepared by the candidate appears to be clearly insufficient and disregarding of the scientific area(s) and specific requirements defined for the position to which he or she is applying, suffering from serious inaccuracies or is not supported by the previous work of the candidate.

12. Under the terms set forth in article 5 of the RJEC, the selection will be carried out by evaluation of candidates' scientific and curricular careers.

13. Evaluation of candidates' scientific and curricular careers is based on the relevance, quality and topicality of:

- a) Research, technological and cultural or artistic production in the last five years which the candidate considers most relevant;
- b) Applied research, or practice-based work, undertaken in the last five years and which the candidate believes to have had the greatest impact;
- c) Knowledge extension and dissemination activities undertaken in the last five years, namely in the context of promotion of culture and research practice, which the candidate believes to be most relevant;
- d) Management of science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological system or higher education systems, in Portugal or abroad.

14. The Selection Panel may increase the five-year period set out in the previous section, at the candidate's request, when justified by documented proof that his or her research activity was suspended for reasons related to social protection, parental leave, prolonged serious illness and other situations that may legally account for non-attendance of work.

15. The criteria for evaluation are those set out herein, with the additional criterion set out in point 15.5 and emphasis on the curriculum vitae, and the contributions considered of most relevant by the candidate:

15.1. Quality of scientific, technological, cultural or artistic production in the last 5 years which the candidate deems to be most significant, and relevant to the research project planned to be undertaken. This parameter will be given the weight of 60%, taking into account the following:

i) Scientific publications: a parameter which includes books, book chapters, articles in scientific journals and proceedings of international conferences authored or co-authored by the candidate, considering:

- their nature;
- their impact;
- the scientific/technological level and innovation;
- the diversity and multi-disciplinarity;
- the international collaboration;
- the importance of the candidate's contributions for the current state of the art;
- the importance of the papers/works selected by the candidate as being the most representative, as far as their contribution to the development and progress of scientific area of the position.

ii) Creation and strengthening of laboratory resources: a parameter that takes into account the participation and coordination of initiatives by the candidate that have resulted in the creation or reinforcement of laboratory infrastructure of an experimental and / or computational nature in support of research.

iii) Recognition by the international research community: a parameter which considers:

- Awards from scientific societies;
- Editorial activities in scientific journals;
- Membership of editorial boards of scientific journals;
- Coordination of and participation in programme committees of scientific events;
- Invited lectures in scientific meetings and in other institutions;
- Membership of research societies with competitive membership criteria and similar distinctions.

iv) Authorship and co-authorship of patents, models and industrial designs, considering their nature, territorial scope, technological level and results obtained.

v) Organization of and participation in research projects: a parameter which includes the candidate's coordination of and participation in research projects, subject to competitive selection procedures, considering the:

- Territorial scope and size;
- Technological level and the importance of the contributions;
- Innovation and diversity.

vi) Promotion of research work: a parameter which covers the candidate's demonstrated ability to organize and lead research teams;

vii) Mentoring and supervision of students, interns and research grantholders: a parameter which takes into account the supervision of doctoral, master degree and undergraduate students, interns and research grantholders, considering the number, quality, scientific and technological scope and impact of the resulting publications, dissertations, theses, and final coursework, and highlighting award-winning and internationally recognized research work.

15.2. Applied research work, or practice-based work, which the candidate developed in the last 5 years and considers having the greatest impact, and most relevant to the research to be undertaken; the weight of this factor will be pondered at 15%, considering the:

- i)* Vocational training and lifelong learning: a parameter which considers participation in and organization of training technological activities for citizens, businesses and the public sector, noting their nature, technological intensity and the results obtained;
- ii)* Provision of services and consultancy as part of the institutional mission: a parameter which considers participation in activities involving the business environment and the public sector, noting the type of participation, project size, diversity, technological intensity and innovation;
- iii)* Design, planning and production of scientific works: a parameter which considers the added value of relevant professional experiences for the activities of the Faculty.

15.3. Activities of knowledge extension and dissemination, developed in the last 5 years, in particular in connection with the promotion of culture and research practice, which the candidate considers to be the most significant, and relevant for the proposed research project. This factor will have a weight of 15%, considering:

- i)* Industrial and intellectual property;
- ii)* Technical legislation and standards: a parameter which considers participation in drafting legislative proposals and standards, noting their nature, territorial coverage and technological level;
- iii)* Publications for the dissemination of scientific and technological research: a parameter which considers articles in journals and at national conferences and other publications for the dissemination of science and technology research, with due note taken of its professional and social impact;
- iv)* Services rendered to the scientific community and society: a parameter which considers the participation in and organization of programmes to disseminate scientific and technological research, considering their nature and results obtained, when carried out with:
 - the scientific community, namely through the organization of conferences and lectures;
 - the media;
 - businesses and the public sector;
 - the public in general.

15.4. Contribution to management activities of science, technology and innovation programmes, or experience in the observation and monitoring of the research and technological system or the higher education system, in Portugal or abroad, which is relevant to the project planned to be undertaken. This factor has a weight of 10%, considering:

- i)* Positions in bodies at the university, faculty and research unit: a parameter which considers the nature and the responsibilities of those positions;
- ii)* Other positions: a parameter which considers positions held in national and international scientific organizations.

15.5. When weighing the evaluation criteria outlined in points 15.1 to 15.4, each of the Selection Panel members must consider the following additional parameters, under the following conditions: relevance and quality of the proposed research project for the position the candidate is applying for, considering the strategic aims of the FCUL program and of the research unit recruiting the position.

16. The Selection Panel, when deemed necessary, may request the candidate present additional documents supporting what is stated and relevant to the analysis and classification of his or her application.

17. Classification (scoring) of the candidates:

17.1. Each Selection Panel member shall award each candidate a score of 0 to 5 points for each evaluation criterion, and will proceed to rank candidates in accordance with their overall score which is determined by adding the scores obtained on each of the evaluation criterion, taking under consideration the weight of each parameter.

17.2. Candidates are ordered according to the method depicted in section 3 and following of Article 20 of General Rules for Recruitment of Full, Associate and Assistant Professors, of the University of Lisbon (*Regulamento Geral de Concursos da ULisboa*), published in *Diário da República* as *Despacho* N.º 2307/2015, of 5th March.

17.3. The Selection Panel will deliberate by absolute majority of votes, no abstentions are permitted.

17.4. The final position of each candidate will reflect his overall ranking according to the method stipulated in point 17.2.

18. Minutes of the meetings of the Selection Panel shall be drawn up, summarizing the proceedings, depicting the votes of each of the Selection Panel members and the grounds of such votes. These minutes will be made available to candidates upon formal request.

19. The final decision of the Selection Panel is homologated by the Rector, however the Director of FCUL is responsible for the respective contract.

20. False statements made by any candidate will be punishable according to the law.

21. The list of approved and non-approved candidates, as well as the list of the final-ranking of all the candidates for each position will be posted on FCUL's premises, at the address mentioned above, and will be notified by email subject to delivery receipt notification, without prejudice to the provisions of articles 110 to 114 of the Code of Administrative Procedure (*Código do Procedimento Administrativo*).

22. Preliminary hearing and deadline for the Final Decision: once notified, candidates have 10 working days to contest the projected decision. Within 90 days, from the deadline for submission of applications, the final decisions of the Selection Panel will be announced.

23. The present selection procedure is exclusively intended for each of the vacant positions and may be terminated until the time of the homologation of the final ranking list of candidates, and will expire as soon as each of the positions are filled.

24. Policy on non-discrimination and equal access: FCUL actively pursues a policy of non-discrimination and equal access, which 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.

25. The signature of the contracts resulting from this procedure is subject to the acceptance of the costs arising therefrom as eligible for funding by FCT and the signature of the respective addendum to the FCUL-FCT program contract.

8th August 2018 – The Director, Professor Luís Manuel Pinto da Rocha Afonso Carriço