

# 3364

**Public Notice - International Selection Procedure**  
**Recruitment of a Junior Researcher with a Master's degree**  
**(employment contract)**

**SOILdarity - Stepping up and bringing out the scientific excellence and innovation capacity in soil research of the University of Lisbon**  
**(Grant Agreement No 952051)**

**FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências**, through its Chairman of the Board of Directors, hereby announces the opening of an international call for the **recruitment of a Researcher with a Master's degree**, in the framework of the **“SOILdarity - Stepping up and bringing out the scientific excellence and innovation capacity in soil research of the University of Lisbon”** project (grant agreement No 952051), funded by European Union's Horizon 2020 research and innovation programme in the form of an indefinite duration fixed-term employment contract, according to the Portuguese Labour Code and complementary legislation.

#### **I - Admission Requirements**

Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, provided they hold a **Master degree<sup>1</sup> in Land Use and Environmental Planning or similar areas**, have specialised skills and/or expertise in the field of Soil Fertility and Ecosystem Services, Farming Systems, Knowledge Transfer Activities between academia and Rural Actors and fully comply with the following requirements:

- a) Demonstrated scientific and/or professional experience in the area of research projects connecting the Academy and Rural Development Organizations and Rural Development Monitoring.
- b) The candidate must also have experience in affirming the University's influence in the business context and as a leading institution in the management of research.
- c) The candidate should also have experience in international projects (preparation, execution and / or evaluation).

<sup>1</sup> 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 16<sup>th</sup> and the [Ministerial Order nr. 33/2019](#), of January 25<sup>th</sup>. 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. Applicable Law**

1. Portuguese Labour Code, as approved by Law No. 93/2019, of September 04<sup>th</sup>, in its current version (CT);
2. Administrative Procedure Code, as published in Decree-Law No. 4/2015, of January 7<sup>th</sup>, in its current version (CPA).

#### **III. Work Plan**

Soil science is essential in different agricultural and environmental domains including precision agriculture, which is a way of ensuring sustainable soil management practices. The EU-funded SOILdarity project will develop a scientific solution that integrates soil ecology with cutting-edge soil and crop sensors, modelling and system control technologies for sustainable soil management. The project will focus on Portugal, where soil health faces considerable challenges due to management and climate changes, erosion and overexploitation patterns.

The objectives of the work plan are:

- 1) Collaboration in the technical coordination and in conducting the Project's activities (Task 1.1), by implementing the scientific and management activities, including the organization of project meetings, interaction with the project Partners and the preparation of reports.
- 2) Collaboration in the design, organization and content of Tasks 3.1 (responsible and innovative research; societal impacts) and 3.3 (business models related to sustainable agriculture; introduction and acceptance of innovation); In task 3.1 the project will develop an assessment of the research needs of the partners, in order to provide them with research tools that allow them to develop research of excellence. This objective will be achieved through the organization of workshops. In task 3.3, training courses will be organized to create business models for sustainable agriculture. It is intended that the person to be hired collaborates in the activities of these tasks.
- 3) Collaboration in task 5.1 (short term mobility programs) and 5.2 (co-supervised PhD students) reception and integration of the incoming students in the local team and host institution, within the scope of Short-term mobility staff exchanges & ESRs involvement (task 5), which aims to promote student's mobility.
- 4) Collaboration in Tasks 6.4 (orientation / elaboration / selection of the Project's informative content for dissemination), 6.5 (collaboration in conferences and seminars in different countries) and 6.6 (collaboration in the final Conference of the Project).

The work plan is included in tasks 1.1, 3.1, 3.3, 5.1, 5.2, 6.4, 6.5 and 6.6 of the project SOILdarity.

#### **IV. Composition of the Jury**

The members of the jury are:

- President – Professor Cristina Cruz
- 1st Member of the jury – Giuseppe Saija
- 2nd Member of the jury – Maria Teresa Machado Dias
- 1st Alternate Member of the jury – Rogério Tenreiro
- 2nd Alternate Member of the jury – Silvana Munzi

#### **V. Place of work**

The work will be developed at the facilities of Research Center cE3c – Center for Ecology, Evolution and Environmental Changes, in the Faculdade de Ciências da Universidade de Lisboa (Campo Grande), Lisbon, Portugal.

#### **VI. Contract Duration**

The full-time indefinite duration fixed-term employment contract is expected to start on October 2020 and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 35 months, will not exceed the limits set in the CT, including an initial experimental trial period of 30 days.

#### **VII. Monthly Allowance**

The gross monthly salary corresponds to 1200 Euros, 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.

#### **VIII. Evaluation of applications**

1. Failure to comply with the Admission Requirements implies the non-admission of candidates in absolute merit.
2. The final classification of candidates is given on a scale of 0 to 100%.

3. Evaluation of the relative merit of candidates, will rely on the following criteria:
  - a) Curriculum Vitae 50%
  - b) Motivation letter 20%
  - c) Assessment of the references provided by the candidate 10%;
  - d) Interview, if deemed necessary by the jury - 20%.
4. The jury may decide to interview the 3 (three) best ranked [in criteria a) to d) of paragraph 3)] candidates, for clarifications and improved explanations of curricular elements.
5. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
6. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
7. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
8. Hiring will be decided by the Chairman of the Board of Directors of FCIências.ID, based on the final jury recommendation.
9. The evaluation results will be published on the website of the FCIências.ID (<http://www.fcencias-id.pt/> "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.
10. With the notification referred to in paragraph 9, the hearing phase of interested parties referred to in Article 121 et seq. of the CPA will begin, and last for ten working days.
11. 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@fcencias-id.pt](mailto:concursos@fcencias-id.pt). The President of the jury will convene a jury's meeting to produce the final decision, within thirty working days.
12. 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.
13. The communication between FCIências.ID ([concursos@fcencias-id.pt](mailto:concursos@fcencias-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 11 - 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.

## **IX. 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 3, 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.

## **X. Submission of Applications**

1. The present call will be open from 17<sup>th</sup> to 30<sup>th</sup> of September 2020.
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 - *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. Digital copies of documents proving formal academic degrees and/or other scientific and professional qualifications - original documents must be provided in case of actual recruitment-*mandatory*;
  - iv. 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 IX-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 paragraph 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 September 16<sup>th</sup> 2020.