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Public Notice - International Selection Procedure

Recruitment of a Technician/ (masters degree)

(employment contract)

(UIDP/00329/2020)

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 Technician with a masters **(MSc) degree**, in the framework of the cE3c – Centre for Ecology, Evolution and Environmental Change - cE3c (UIDP/00329/2020), funded by national funds through FCT/MCTES, in the form of an indefinite duration fixed-term employment contract, on an exclusive regime, 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 masters (MSc) degree¹ in Biological Sciences, Biomédical Sciences or similar, and have an average grade of 14 or higher (on a scale of 0-20) in the Licenciatura/BSc degree and of 16 or higher in the MSc degree, and fully comply with the following requirements:

- a) The candidate should have experience in at least 2 of the following groups of laboratory techniques: I. culture of animal cells, II. Processing of cells and tissues for immunohistochemistry and Western blot, III. Microscopy techniques and/or bioimaging and IV. basic molecular biology techniques (e.g. genotyping, RT-qPCR).
- b) The candidate should have knowledge of English, should have organizational skills and the ability to work in a team.
- c) The candidate should be willing to travel between Lisbon and the Azores.

¹ 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. Applicable Law

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

III. Work Plan

The work plan is performed within the thematic line “Human health: relating evolutionary history, the environment and physiology” (TL5) and has the following objectives:

- i. assist researchers in carrying out experimental techniques, with particular emphasis on the following: cell culture, cell and tissue processing for immunohistochemistry and Western blot, microscopy techniques and/or bioimaging and basic molecular biology techniques (e.g. genotyping, RT-qPCR);
- ii. perform experiments within the objectives of the thematic line;
- iii. contribute to the management and maintenance of research laboratories and their specific equipment.

The work plan aims to achieve the objectives of the UIDP/00329/2020 Strategic Project for Thematic Line 5 (TL5). TL5 aims to study how genetic and environmental factors affect the functioning and health of human tissues. We will use both animal and human cell models in culture to investigate the mechanisms of action of both pollutants and

genetic mutations that lead to a disease using morphological, cellular and molecular techniques. The goal of TL5 is to identify mechanisms to combat these disease situations in an effective and accurate manner.

The technician to be hired will support these objectives through the maintenance of cell lines, sample processing for immunohistochemistry, Western blot, genotyping, and RT-qPCR. The candidate will also have the opportunity to carry out sets of experiments with the support of TL5 researchers.

IV. Composition of the Jury

The members of the jury are:

- President – Sólveig Thorsteinsdóttir
- 1st Member of the jury – Patrícia Ventura Garcia
- 2nd Member of the jury – Cristina Máguas
- 1st Alternate Member of the jury – Rita Carlos
- 2nd Alternate Member of the jury – Gabriela Rodrigues

V. Place of work

The work will be carried out at the facilities of the Centre for Ecology, Evolution and Environmental Change (cE3c) at the Faculty of Sciences, University of Lisbon in Campo Grande, Lisbon, Portugal. The work may also involve travelling to the facilities of the IRES of cE3c, located at the University of the Azores in Ponta Delgada, for short periods of time.

VI. Contract Duration

The full-time indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in November 2020, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 38 months, will not exceed the limits set in the CT, and includes an initial experimental trial period of 30 days.

VII. Monthly Allowance

The gross monthly salary corresponds to 1140€, 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* 55% - The CV should include comprehensive information about the candidate's experience in the following laboratory techniques: I. culture of animal cells, II. Processing of cells and tissues for immunohistochemistry and Western blot, III. Microscopy techniques and/or bioimaging and IV. basic molecular biology techniques (e.g. genotyping, RT-qPCR).
 - b) Motivation letter 15%
 - c) Interview, if deemed necessary by the jury - 30%.
4. The jury may decide to interview the 5 highest ranked [in criteria a) and b) 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. 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) 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 7th to 26th of October 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. Up to five publications relevant for the objectives of the Work Plan - *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 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 6th of October of 2020.