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Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment

FCiências.ID/2020/DL57/MARE/26

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 scientific researcher with a PhD degree, in the frame of the of the Project “FISHBUDGET - Effects of climate change on marine fish energy budgets” (PTDC/BIA-BMA/28630/2017), of the Marine and Environmental Sciences Centre, Faculty of Sciences of the University of Lisbon (MARE-FCUL), funded by the Portuguese Science and Technology Foundation (FCT) by OE, 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 degree¹ in Marine Sciences, Biology or akin areas, and fully comply with the following requirements:

- a) The PhD must have been granted at least 1 year ago.
- b) Demonstrated scientific and/or professional experience in the setup and maintenance of basic live support systems and in experimental studies with marine organisms, namely in live vertebrates and invertebrates, in the area of climate change;
- c) The candidate must also have experience in biochemistry, nutrition, physiology and behavior of marine fish, namely in analysis of fatty acids, amino acids, minerals, heavy metals and oxygen consumption rates (i.e. metabolism);
- d) The candidate must have experience in Gas chromatography (GC), High-performance liquid chromatography (HPLC), Inductively coupled plasma mass spectrometry (ICP-MS), data analysis using R, diving certification and experience in samplings in marine environments.

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. 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 1^{2th}, 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).

III. Work Plan

The main generic objective of the work plan of the project is to evaluate the potential effect of climate change on the energy budget of different fish species with distinct life strategies and the specific objectives are:

- Evaluation of ocean warming and acidification on the growth, metabolism and excretion of marine fish;
- Evaluation of the metabolic, physiological and chemical conditions of marine organisms;
- Analyze of nutritional quality of marine fish under the effects of climate change;
- Assessment of the physiological stress responses of marine fish to climate change;
- Participation in the preparation of the project's annual reports in the part corresponding to the work performed;
- Collaboration in the potential disclosure actions;
- Participation in team meetings.

IV. Composition of the Jury

In accordance to article 13 of the RCD, the members of the jury are:

- President – Patrícia Anacleto
- 1st Member of the jury – Rui Rosa
- 2nd Member of the jury - António Marques
- 1st Alternate Member of the jury – Tiago Repolho
- 2nd Alternate Member of the jury – Cheila Almeida

V. Place of work

Work will be developed at the facilities of Research Centre Marine and Environmental Sciences Centre, Faculty of Sciences of the University of Lisbon (MARE-FCUL) in Laboratório Marítimo da Guia (Cascais, Portugal). The Candidate may move around frequently to the IPMA - Instituto Português do Mar e da Atmosfera (Algés) and to IST-ID - Associação do Instituto Superior Técnico para a Investigação e o Desenvolvimento (Lisboa) to carry out part of the activities of the project. The work plan also includes missions to IPMA-EPPO (Olhão) for fieldwork.

VI. Contract Duration

The full-time indefinite duration fixed-term employment contract on an exclusive regime is expected to start on January 2021, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 10 months, will not exceed the limits set in the RCD, including an initial experimental trial period of 30 days.

VII. Monthly Allowance

The gross monthly salary is stipulated in clause 1 a) of article 15 of the RCD, corresponding to level 33 of the Single Remuneratory Table, as approved by Government Order No. 1553-C/2008, of December 31st, updated by the decree-law nr. 10-B/2020, of March 20th, being 2.134,73 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. 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 years, taking into consideration the quality and relevance of the scientific production, and the professional activity indicated as more relevant by the candidate, for the project.
3. The final classification of candidates is given on a scale of 0 to 100%.
4. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) Participation in relevant scientific projects in the area of Marine Biology and Climate Change - 25%;



- b) Scientific publications in the area of Marine Biology, Climate Change, Nutrition, Physiology and Behaviour on marine organisms - 65%;
 - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area of Marine Biology, Climate Change, Nutrition, Physiology and Behaviour on marine organisms - 10%;
 - d) Interview, if deemed necessary by the jury - 10%.
5. The jury may decide to interview the three best ranked [in criteria a) to d) of paragraph 4)] candidates, 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 c) will correspond to 90% of the final classification and the interview will correspond to 10%.
6. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
7. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
8. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
9. Hiring will be decided by the Chairman of the Board of Directors of FCIências.ID, based on the final jury recommendation.
10. 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.
11. With the notification referred to in paragraph 10, the hearing phase of interested parties referred to in Article 121 *et seq.* of the CPA will begin, and last for ten working days.
12. 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.
13. 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.
14. 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 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 26/11/2020 to 11/12/2020.
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 25 of November 2020.