

#3886

## Public Notice - International Selection Procedure

### PhD Scientific Researcher Recruitment (Assistant Researcher)

**Associated Laboratory Centre for Environmental and Marine Studies, Ref. LA/P/0094/2020 (CESAM-CIÊNCIAS), financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES**

**FCiências.ID/2022/LA/CESAM-CIÊNCIAS/1**

**FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências**, through its Chairman of the Board of Directors, 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 scientific researcher with a PhD degree, in the framework of the **Associated Laboratory Centre for Environmental and Marine Studies, Ref. LA/P/0094/2020 (CESAM-Ciências)**, financed by **Fundação para a Ciência e a Tecnologia, I.P./MCTES**, in the form of an indefinite 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 doctoral degree<sup>1</sup> in Biological Sciences or similar areas, and fully comply with the following requirements:

- More than five years of professional and/or academic experience after PhD completion, h-index equal to or greater than 15 (ref Scopus);
- Proven experience in field and laboratory work in the area of Environmental Quality and Health, following at least one of the following approaches 1) ecological, 2) physiological or molecular, or 3) biotechnological; this experience must be validated by the (co)authorship of scientific papers published in international peer-reviewed journals;
- Publication of at least ten (10) scientific papers in journals with impact factor (WoS), in the last five years;
- Ability to attract competitive funding, translated into participation or leadership in national and/or international scientific projects in the requested area(s) of expertise.

<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. Preferential Requirements

- Knowledge of techniques, languages, software, targeting i) chemical or molecular analysis of biological samples, or ii) experimental ecology and physiology, or iii) bioinformatics, or iv) spatial ecology and modelling;
- Proven experience in dissemination activities in the scientific areas of this public notice;
- Proven experience in academic activities (teaching and/or students' supervision and/or evaluation panels) in the scientific area of this public notice;
- Proven experience of cooperation with international teams;
- Proficiency in Portuguese and English (written and spoken).

### III. Applicable Law

1. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12<sup>th</sup>, in its current version (CT);
2. Regulation of *carreiras de Investigação Científica e de Gestão de Ciência e Tecnologia of FCIências.ID – Associação para a Investigação e Desenvolvimento de Ciências (Regulamento de Carreiras)* available on <https://fciencias-id.pt/node/50>.

### IV. Workplace

The position to be provided will enable activities of the CESAM Associated Laboratory and FCIências.ID in the connection between science and environmental policies, with the objective of contributing to sustainability and environmental quality, in accordance with the principles of the United Nations 2030 Agenda for Sustainable Development and a 'One Health' or 'Eco-Health' approach.

In particular, research should be carried out in the area of Environmental Quality and Health with a focus on the identification of biotic and abiotic factors that promote the well-being of living organisms in an ever-changing environment.

In this context, the R&D activity to be carried out should be relevant in improving the understanding of *tradeoff* mechanisms associated with stress and imbalance of biological systems, through multiple approaches, methods and tools, by developing methodologies that contribute to promote the balance between human activities and the environment (focused on the central actions of the Euro Ecological Pact and in 'Eco-Health' components), and contributing to the understanding, mitigation, adaptation and resolution of environmental changes at regional, national and global levels.

The position to be provided also includes, in the thematic areas relevant to CESAM's strategy, the usual components of interaction between research structures and between them and society, advanced training, funding, or the establishment of international cooperation frameworks, all and exclusively in the context of the specificities of the job referred to in the preceding paragraphs.

### V. Composition of the Jury

The members of the jury are:

- President - Maria da Luz Mathias (University of Lisbon, Faculty of Sciences, Full Professor);
- 1<sup>st</sup> Member of the jury - Amadeu Soares (University of Aveiro, Full Professor);
- 2<sup>nd</sup> Member of the jury - Diogo Figueiredo (University of Évora, Full Professor);
- 3<sup>rd</sup> Member of the jury - Carlos Palmeira (University of Coimbra, Full Professor);
- 4<sup>th</sup> Member of the jury - Octávio Paulo (University of Lisbon, Faculty of Sciences, Associate Professor with Aggregation);
- 1<sup>st</sup> Alternate Member of the jury - António Mira (University of Évora, Associate Professor with Aggregation);
- 2<sup>nd</sup> Alternate Member of the jury - Susana Loureiro (University of Aveiro, Assistant Professor with Aggregation).

### VI. Place of work

Work will be developed at the facilities of Research Center CESAM-CIÊNCIAS – Centre for Environmental and Marine Studies, in Faculty of Sciences, University of Lisbon, Campo Grande, Lisbon, Portugal.

## **VII. Contract Duration**

The full-time indefinite term employment contract is expected to start in June 2022, including an initial experimental trial period of 180 days.

## **VIII. Monthly Allowance**

The gross monthly salary corresponds to the position 1 of Assistant Researcher, being 3.230,21 Euros, on an exclusive regime, according to *Estatuto de Carreira de Investigação Científica (ECIC)*, 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. 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.
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 or leadership in relevant scientific projects in the areas of expertise in this public notice - 30%;
  - b) Scientific publications in journals of high scientific merit in the scientific areas/approaches listed in point I - 50%;
  - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area of expertise in this public notice - 15%;
  - d) Motivation letter with reference to the previous experience and specialization and to the work to be developed - 5%;
  - e) Interview, if deemed necessary by the jury, for clarifications and improved explanations of curricular elements - 10%.
5. The jury may decide to interview the three best ranked candidates [in criteria a) to d) of paragraph 4)], 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 d) 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 disclosed by email. 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 Administrative Procedure Code (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](mailto: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](mailto: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.

#### **X. 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.

#### **XI. Submission of Applications**

1. The present call will be open from April, 5<sup>th</sup> to April, 21<sup>st</sup> 2022.
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.fciencias-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** - **CV may be provided in PDF format or through the [CIÊNCIAVITAE](#) system;**
  - ii. A motivation letter clearly demonstrating that the candidate has an adequate profile for the position and fully complies with the Admission Requirements, including a description of the proposed work to be developed - *mandatory*;
  - iii. Five publications relevant for the objectives of the present call - *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 X-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 30<sup>th</sup> March 2022.