

## PUBLIC NOTICE

INTERNATIONAL CALL FOR APPLICATIONS FOR THE SELECTION AND RECRUITMENT OF PHD CANDIDATE IN PURSUANCE 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

By my decision, dated May 23, 2022, notice is hereby given of the opening of an international selection procedure to recruit 1 PhD degree holder to fill 1 PhD degree level position, to carry out research activities in the scientific area of Cellular and Molecular Biology, under the framework of an employment contract in public functions, for a fixed term period of three years, automatically renewable for periods of one year up to a maximum duration of six, under the program contract signed between Fundação para a Ciência e a Tecnologia, I. P., and the Faculty of Sciences of the University of Lisbon, within the scope of the 2<sup>nd</sup> Edition of the Institutional Scientific Employment Stimulation Call (Concurso Estímulo ao Emprego Científico Institucional).

Procedure Reference: 3920

Doctoral Area: Cellular Biology and Molecular Genetics

### 1 Admission requirements

- a) Proven experience in Biotechnology and Plant Molecular Biology;
- b) The candidate must also have experience in Plant Developmental Biology;
- c) The candidate must also have a demonstrated ability to publish peer-reviewed scientific articles in international journals (indexed in Scopus or Web of Science), as first author, in the above-mentioned topics or in similar topic;
- d) Knowledge of techniques: Fluorescence microscopy; Construction of libraries (DNA, RNA); Plant cell culture; Genomics.
- e) Previous professional and/or academic experience in: supervision of postgraduates, teaching 1<sup>st</sup> and 2<sup>nd</sup> cycle Curricular Units.

### 2 Preferred requirements

- a) R&D activity in the scientific areas of this procedure;
- b) Experience in participating in national and/or international scientific projects in the scientific areas of this procedure;
- c) Scientific publications: Scientific experience demonstrated by minimum number of publications ( $\geq 15$ ) of which  $\geq 10$  as 1<sup>st</sup> or last author in international scientific journals;
- d) Experience in dissemination activities in the scientific area(s) of this procedure;

- e) Experience in supervision postgraduate students in the scientific areas of this competition;
- f) Proficiency in Portuguese and English (written and spoken).

### 3 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 20<sup>th</sup> June, and its subsequent amendments.

### 4 Juri composition

In pursuance of article 13 of the RJEC, the Selection Panel has the following composition:

#### 4.1 President

- Doutor Rui Manuel dos Santos Malhó, Full Professor, Departamento de Biologia Vegetal da FCUL and Director at Instituto de Biosistemas e Ciências Integrativas.

#### 4.2 Members

- Doutor Jorge Marques da Silva, Associate Professor”, Departamento de Biologia Vegetal da FCUL;
- Doutora Teresa Lino-Neto, Assistant Professor, Departamento de Biologia da Universidade do Minho

### 5 Workplace

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.

### 6 Gross monthly salary

The gross monthly salary the position entitle is stipulated in paragraph 1 of article 2 of the Regulatory Decree (Decreto Regulamentar) No. 11-A/2017, of 29<sup>th</sup> 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 amended by the Regulatory Decree No. 11-A/2017, of December 29, respectively 2.153,94 Euros (two thousand and one hundred and fifty-three euros and ninety-four cents).

### 7 Duration of the contract

The contract will remain in force for a period of three years, automatically renewable for periods of one year up to a maximum duration of six years, unless, and without prejudice to

other causes of termination or termination legally provided for, the scientific body of the contracting institution proposes its termination based on an unfavourable evaluation of the work developed by the doctorate, carried out under the terms of the regulation in force at the contracting institution.

## 8 Opponents

Portuguese nationals, foreign and stateless persons, holding a PhD degree in the scientific area or branch of knowledge of the open position may submit applications to this selection procedure, as may those whom, under the terms of Decree-Law No. 66/2018, of 16th August, have been recognized as holders of a PhD degree, with all inherent entitlements, and possess a scientific and professional curriculum revealing the appropriate profile for the research activity to be developed.

The recognition of the PhD degree, under the terms of Decree-Law No. 66/2018, of 16<sup>th</sup> August, 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 Formalization of the applications

### 9.1 Documentation

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 point of this Notice;
- d) Research project (the research project should have no more than 25000 characters (including spaces between words), which focuses on the scientific area and specific requirements defined, contemplating the following items:
  - Synopsis
  - Framework for the FCUL mission and the strategic program of the Biosistemas e Ciências Integrativas (BioISI)
  - Research plan and methods
  - Expected results and impact
  - Expected indicators considering the items 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.

## 9.2 Submission

- The documents referred to in paragraphs a) to f) of the previous point must be submitted electronically, under penalty of exclusion, through the FCUL tender platform available at: <https://ciencias.ulisboa.pt/dl57>;
- Applications sent by e-mail or through any other means will not be accepted;
- The deadline for submitting applications to the competition is set at 10 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.

## 9.3 Dissemination

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 Language

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 Evaluation of applications

## 10.1 Exclusion

By decision of the FCUL Director, candidates who do not comply with the provisions of point, 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 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.

## 10.2 Approval on absolute merit

- 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.
- Candidates will be approved on absolute merit if they obtain the favourable vote of more than half of the Selection Panel members.
- Candidates will be approved on absolute merit if they have a scientific and curricular pathway relevant to the scientific area and specific requirements, and taking into account their adequacy based on the additional criteria identified in paragraph 5.
- 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 and specific requirements, suffering from serious inaccuracies or is not supported by the previous work of the candidate.

### 10.3 Evaluation on Relative Merit

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

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.

#### 10.3.1 Criteria for evaluation or relative merit

The criteria for evaluation are those set out herein, with the additional criterion set out in number 5 of point, and emphasis on the curriculum vitae, and the contributions considered of most relevant by the candidate:

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 80%, considering 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 the scientific area of the tender.
  - ii) 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.

iii) 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.

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

v) Mentoring and supervision of students, interns and research grant holders: a parameter which take into account the supervision of doctoral, master degree and undergraduate students, interns and research grant holders, 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.

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 5%, 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 FCUL.

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 10%, 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.
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 5%, 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.
5. When weighing the evaluation criteria outlined in numbers 1 and above 4 of point each of the Selection Panel members must consider the following additional parameters, under the following conditions: relevance and quality of the proposed research project, considering the strategic aims of the FCUL program and of the Instituto de Biosistemas e Ciências Integrativas (BioISI)..

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.

#### 10.4 Classification (scoring) of the candidates

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.
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 Republica as Despacho No. 2307/2015, of March 5.
3. The Selection Panel will deliberate by absolute majority of votes, no abstentions are permitted.
4. The final position of each candidate will reflect his overall ranking according to the method stipulated in number 2 of this point.

## 11 Final considerations

1. 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.
2. The final decision of the Selection Panel is homologated by the Director of FCUL, which is also responsible for authorizing the celebration of the respective contract.
3. False statements made by any candidate will be punishable according to the law.
4. The list of approved and non-approved candidates, as well as the list of the final ranking of all the candidates will be posted on FCUL's premises, at the address mentioned above, and will be notified by email under the terms of the Code of Administrative Procedure (Código do Procedimento Administrativo), without prejudice to the provisions of articles 110 to 114 of the Code of Administrative Procedure (Código do Procedimento Administrativo).
5. 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.
6. The present selection procedure is exclusively intended for the vacant position and may be terminated until the time of the homologation of the final ranking list of candidates and will expire as soon as the position is filled.
7. 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.
8. The signature of the contract resulting from this procedure is conditioned on the coverage of all costs under the program contract signed between Fundação para a Ciência e a Tecnologia, I. P., and the Faculty of Sciences of the University of Lisbon, within the scope of the 2nd Edition of the Institutional Scientific Employment Stimulation Call (Concurso Estímulo ao Emprego Científico Institucional).