

#4178

Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment (Initial Stage Researcher)

FCiências.ID/2023/MARE/2

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 category of Initial Stage Researcher, of the FCIências.ID Scientific Research Career, within the scope of the project “Monitoring and Conservation of Bivalves in the Tâmega Basin” (Ref. CPS02/2020), 100% financed by own funds from private entities (BIOTA - Estudos e Divulgação em Ambiente, Lda.), in the form of a full-time 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 doctoral degree¹ in Biology, Environmental Sciences or related fields, and fully comply with the following requirements:

- a) The PhD must have been granted at least 3 years;
- b) Proven experience in sampling and breeding river mussels in captivity, including obtaining glochids, infecting fish, obtaining and raising juveniles (at least 5 years) demonstrated by the participation in applied conservation biology projects and by the quality and number of scientific articles published in peer-reviewed scientific journals - Information provided in the CV and/or motivation letter;
- c) Experience in data statistical analysis and in the preparation of technical reports - Information provided in the CV and/or motivation letter;
- d) Proficiency in Portuguese and Spanish languages - Information provided in the CV and/or motivation letter;
- e) Diving Course (Advance Open Water or higher) - Information provided in the CV and/or motivation letter.

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. Preferential Requirements

- a) Coordination of scientific research projects, environmental assessment projects and nature conservation projects - Information provided in the CV and/or motivation letter;
- b) Experience in sampling techniques for freshwater fish - Information provided in the CV and/or motivation letter;
- c) Proven experience in supervising postgraduate students in the scientific areas of this call for applications - Information provided in the CV and/or motivation letter.

III. Applicable Law

- 1. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12th, 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).

IV. Work plan

The work plan tasks include the following tasks:

- 1) Participate in the necessary river mussel sampling campaigns;
- 2) Processing of samples in the laboratory, including identification and counting of glochidia in fish;
- 3) Guide and participate in campaigns for the collection of glochidia, trout infection, collection and rearing of juveniles;
- 4) Supervise and train technicians and students during the activities;
- 5) Statistical analysis of results and preparation of reports.

The work plan is part of the bivalve collection campaigns planned under the project “Monitoring and Conservation of Bivalves in the Tâmega Basin”.

V. Composition of the Jury

The members of the jury are:

- President - Ricardo Melo;
- 1st Member of the jury - Rui Rosa;
- 2nd Member of the jury - Carla Sousa Santos;
- 1st Alternate Member of the jury - Daniel Pires;
- 2nd Alternate Member of the jury - Patricia Rodrigues.

VI. Place of work

Work will be developed at the facilities of Research Center MARE-ULisboa – Marine and Environmental Sciences Centre-ULisboa, in Campo Grande, Lisboa, Portugal.

VII. Contract Duration

The full-time indefinite duration fixed-term employment contract, is expected to start in February 2023, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 6 months, will not exceed the limits set in the RCD.

VIII. Monthly Allowance

The gross monthly salary corresponds to 2206,05 Euros, corresponding to level 33 of the Single Remuneratory Table, as approved by Government Order No. 1553-C/2008, of December 31st, in its current version, updated by the decree-law nr. 84-F/2022, of December 16th, 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. Based on the assessment of the candidates' scientific and curricular background in the last five years, each member of the jury presents a justified proposal for admission (final classification equal to or greater than 60%) or exclusion (final classification below 60%) for each candidate, according to the evaluation criteria referred to in paragraph 4.
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) Scientific publications in the area - 10%;
 - b) Motivation letter - 10%;
 - c) Participation in relevant scientific projects in the area - 45%;
 - d) Experience in the coordination of projects in the area - 20%;
 - e) Experience in the supervision of graduate students in the area - 10%;
 - f) Pedagogical, extension and outreach activities of knowledge, in particular in the context of the promotion of scientific practices, organization of courses, seminars and conferences for promotion and dissemination in the area - 5%;
 - g) Interview, if deemed necessary by the jury - 10%.
5. The jury may decide to interview the 3 best ranked candidates [in criteria a) to f) 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 f) 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 12 - 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 3rd, 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 17th January 2023 to 30th January 2023.
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* in PDF format - *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 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 16th January 2023.