

#3422 Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment

FCiências.ID/2020/DL57/CESAM/1

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 multiannual funding program contract of the Centre for Environmental and Marine Studies (CESAM), Base funding (Ref. UIDB/50017/2020), funded by the Portuguese Science and Technology Foundation (FCT) 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 Biological Sciences or akin areas, have specialised skills and/or expertise in the field of ornithology, and fully comply with the following requirements:

a) Demonstrated scientific and/or professional experience in the area of ornithology, especially in marine/estuarine ecosystems, validated by the (co)authorship of scientific papers in international peer-reviewed journals.

b) The candidate must also have (1) demonstrated skills in the organization and analysis of large databases and (2) good networking and communication skills. Preferentially, the candidate should have demonstrated skills in the analysis and modelling of spatial data in RSIG environment. The selection jury will only consider facts attested by documents issued by relevant people/authorities (copies of documents, reference letters, etc).

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 work plan includes (1) reviewing and compiling a database with the threats and population trends of shorebirds along the East Atlantic Flyway (EAF), and evaluate aspect of political responsibility in their conservation, and (2) analysing shorebird tracking data from ongoing studies carried out by the team. The first task will involve a thorough bibliographic review concerning the aspects mentioned above, organisation of all available information and analysis of those data. Population trend data should be based on all publicly available data, and we expect the candidate to liaise with as many shorebird specialists as possible to update and complement published information. Threat data on all shorebird species using the EAF should also be organised to be analysed following the latest Threat Classification

Scheme developed by IUCN. While most of the work will be desk-based, we can potentially offer opportunities to participate in ongoing fieldwork with shorebirds in Portugal and Africa and/or facilitate a visit to BirdLife's headquarters at Cambridge, UK.

Candidates can visit the team webpage for further information (<https://birdecology.wixsite.com/tidalwings>).

IV. Composition of the Jury

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

- President – José Pedro Granadeiro
- 1st Evaluator – Teresa Catry
- 2nd Evaluator – Maria P. Dias
- 1st Alternate Evaluator – Edna Correia
- 2nd Alternate Evaluator – Maria da Luz Mathias

V. Place of work

The work will be carried out by CESAM at the Department of Animal Biology, Faculty of Sciences, University of Lisboa, in Campo Grande, Lisbon, Portugal, under the scientific guidance of Dr José Pedro Granadeiro (FCUL), Dr Teresa Catry (FCUL) and Dr Maria P. Dias (BirdLife International). Taking into account the current pandemic situation we will consider the possibility of the candidate to work remotely.

VI. Contract Duration

The full-time indefinite duration fixed-term employment contract is expected to start on 1st January 2021, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 14 months but it may be extended for an additional period of 24 months, and will not exceed the limits set in the RCD.

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 RJEC, 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 ornithology and/or estuarine/marine ecology - 30%;
 - b) Scientific publications in the area of ornithology, migration, conservation and estuarine/marine ecology - 45%;



- c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area of ornithology and/or estuarine/marine ecology - 10%;
 - d) Assessment of the references provided by the candidate - 15 %;
 - e) 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 the interview takes place, the sum of the classification obtained in evaluation criteria a) to d) corresponds to 90% of the final classification and the interview corresponds 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 12th of November to 1st of December 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.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*;
 - 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 11th of November of 2020.