

2557

Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment

FCiências.ID/2018/DL57/MARE/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, within the scope of "**Project SONICINVADERS - Sound Invasion - Detecting Invasive Fish in Freshwaters Ecosystems with Passive Acoustics**", Ref: LISBOA-01-0145-FEDER-028782, in the form of an employment contract with an uncertain term, 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, 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 Conservation Biology, Fish Ecology or Animal Acoustics or akin areas, have specialised skills and/or expertise in the field of Freshwater Ecology of Riverine Fish, and fully comply with the following requirements:

- a) The PhD must have been granted at least eight years ago.
- b) Demonstrated scientific and/or professional experience in the area of Freshwater Fish Ecology, or Animal Acoustics or Invasive Fishes.
- c) The candidate must also have experience in Freshwater Fish Sampling, previous work with Invasive Fishes, experience with maintenance and manipulation of fishes in aquaria, Experimental Design involving fishes, Animal Acoustics analysis, previous experience working with alternative methods of fish detection, such as environmental DNA. Drivers license is needed.
- d) Demonstrated capacity and experience in Public outreach towards Freshwater Fishes and Invasive Species.

¹ Applicants with doctoral degrees obtained in foreign countries need, in accordance with Decree-Law No. 341/2007, of October 12th, as regulated by Government Order No. 227/2017, of July 25th, to be recognized as holders of a doctoral degree, with all inherent entitlements. Applicants to whom, under the terms of Decree-Law No. 283/83, of June 21th, equivalence or recognition of the degree of Doctor has been granted are valid. Equivalence, recognition and registration of the doctoral degree should be obtained by the application deadline.

II. Applicable Law

1. Decree-Law No. 57/2016, of August 29th, in the wording conferred on it by Law No. 57/2017, of July 19th (RJEC), taking also into account the provisions of Regulatory Decree No. 11-A/2017, of December 29th;
2. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12th, in its current version (CT);
3. Administrative Procedure Code, as published in Decree-Law No. 4/2015, of January 7th, in its current version (CPA).

III. Work Plan

Summary: Non-native species are one of the leading causes of global change, causing enormous and irreversible damages to ecosystems. Yet, the rate of arrival of new biota continues to accelerate, being particularly detrimental in freshwater ecosystems. Fishes are the most introduced vertebrate group across the globe, being mainly introduced in freshwater ecosystems. However, invasions in aquatic environments generally occur "far from our sight", being difficult to detect species in early stages of invasion. This hampers an efficient management of invasive species. Interestingly, more than 800 fish species are known to produce sounds, some of which have been introduced in freshwater ecosystems.

In this project, we aim to evaluate the use of passive acoustics to detect invasive fish and therefore its potential use as tool to early invasion stages, focusing on two non-native fishes that recently arrived to the Tagus River and still have a restricted distribution.

The objectives of the work plan are:

- Develop the planned activities under the research project:
 1. Develop and implement an experimental trial to describe the Eurasian perch (*Perca fluviatilis*) sounds in laboratory conditions. Analyse and describe its calling repertoire;
 2. Detection of Eurasian perch (*Perca fluviatilis*) in the wild by using standard fish sampling, environmental DNA detection and Passive Acoustics;
 3. Description of European catfish (*Silurus glanis*) sounds under field conditions; Analyse and describe the species-specific sounds
 4. Detection of European catfish (*Silurus glanis*) in the lower Tagus river, through an integrated approach of standard fish sampling and the use of passive acoustic monitoring.
- Participate in the outreach activities of the project.
- Co-supervision of students developing activities within the framework of the project.
- Writing of reports, scientific papers and other documents of the project.

IV. Composition of the Jury

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

- President – Prof. Clara Amorim
- 1st Evaluator – Prof. José Lino Costa
- 2nd Evaluator – Dr. Carlos Alexandre
- 1st Alternate Evaluator – Prof. Paulo Fonseca
- 2nd Alternate Evaluator – Dr. Bruno Pinto

V. Place of work

Work will be developed at the facilities of Research Center MARE – Marine and Environmental Sciences Centre, in Campo Grande, Lisbon, and at Fluviário de Mora, Mora, Portugal.

VI. Contract Duration

The full-time employment contract with an uncertain term is expected to start on 19/10/2018, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 24 months, with a maximum duration of 6 years, including an initial experimental trial period of 30 days.

VII. Monthly Allowance

The gross monthly salary entitle is stipulated in clause 1 of article 5 of the Regulatory Decree No. 11-A/2017, of December 29th, corresponding to level 33 of the Consolidated Table of Allowances, as approved by Government Order No. 1553-C/2008, of December 31st, being 2,128.34 Euros, plus holiday and Christmas allowances, as well as food allowance, in value and conditions for workers with a legal relationship of employment 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 and Leadership in relevant scientific projects specifically dealing with Invasive Fishes in Freshwater Environments - 50%;
 - b) Scientific publication record in the freshwater fish ecology/acoustics, with demonstrated results from the PhD work - 35%;
 - c) Pedagogical and outreaching activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area - 10%;
 - d) Assessment of the references provided by the candidate - 5 %;
 - 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.
 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 fciencias.id@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 Board of Directors Chairman of FCIências.ID will approve it and the candidates will be notified.
 14. The communication between FCIências.ID 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 20/09/2018 to 03/10/2018.
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.fcienencias-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 - *optional*;
 - 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 18/09/2018.