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Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment

FCiências.ID/2018/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, within the scope of **Project MIGRAWEBs** (ref. PTDC/BIA-ECO/28205/2017), 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 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) bird ringing experience (ringer accredited by relevant authorities); (2) experience in feeding ecology research, in particular expertise in next generation sequencing methodologies (metabarcoding) to assess diet of birds; (3) experience with fish identification and fish sampling methods; (4) fieldwork experience in remote places (preferentially in West Africa); (5) good communication skills of Portuguese language. The selection jury will only consider facts attested by documents issued by relevant people/authorities (copies of documents, reference letters, etc). Availability to perform fieldwork (in Portugal and in Africa) under potential harsh conditions, for long periods and with flexible schedules is also a requirement for admission.

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 registered 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 also valid. The registration / recognition /equivalence request date must be prior to the application deadline and submitted with the documents requested at point X.4.IV of this public notice. The presentation of the registration / recognition /equivalence certificate is mandatory for contract signature.

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

The objectives of the work plan are related with the ecology of shorebirds in intertidal ecosystems of the Tagus estuary (Portugal) and the Bijagós archipelago (Guinea-Bissau). The candidate will work as part of the project team. Main research goals of the work plan include:

- (1) Examine the diet of benthic invertebrate predators (shorebirds and fishes)

Tasks to accomplish this goal include: (1) collection of faecal samples and toenails from birds, muscle and stomachs from intertidal dwelling fishes, and all potential intertidal benthic prey; (2) conventional analyses (under a stereoscope) of bird faecal samples and fish stomach contents to identify and quantify benthic prey (based on reference collections); (3) description of predator diets based in stable isotope analyses and DNA based methods (metabarcoding; involving the description of DNA barcodes, based on either the COI or 16S rRNA locus, for prey species that are poorly represented in public DNA databases).

(2) Develop biochemical fingerprinting to assess the geographic origins of migrant shorebirds.

Tasks to accomplish this goal include: (1) sampling shorebirds in different geographic areas, periods and age-classes, as well as tissues with different turnover rates; (2) preparation of samples for stable isotope analysis.

The candidate should also be able to: (1) participate and coordinate field expeditions and tasks such as bird ringing, bird census, macroinvertebrate sampling, etc, (2) perform laboratorial work, such as processing of biological samples, (3) contribute to both scientific and financial project reporting and (4) participate in project meetings and workshops with other institutions (project coordinator and partners) both in Portugal and abroad. Candidates can visit the team webpage for further information (<https://birdecology.wixsite.com/tidalwings>).

The work plan is included in tasks 2 and 5 of the project MigraWebs.

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 – Mónica Silva
- 1st Alternate Evaluator – Ana Leal
- 2nd Alternate Evaluator – Pedro Miguel Lourenço

V. Place of work

Work will be developed at the facilities of CESAM (Department of Animal Biology, Faculty of Sciences, University of Lisboa), in Campo Grande, Lisbon, Portugal, under the scientific guidance of Dr Teresa Catry and Dr José Pedro Granadeiro. Fieldwork will take place mostly in the Bijagós archipelago, Guinea-Bissau, and the Tejo estuary, Lisbon, Portugal.

VI. Contract Duration

The full-time employment contract with an uncertain term is expected **to start on January 2019, and will last until the Work Plan referred to in section III is completed**. It will have an expected duration of 30 months, with a maximum duration of 6 years.

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 in relevant scientific projects in the area of ornithology and/or estuarine/marine ecology - 30%;
 - b) Scientific publications in the area of ornithology, feeding ecology 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% from the final result obtained from criteria a) to d).
 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 29/11/2018 to 12/12/2018.
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.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 22 November 2018.