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Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment

FCiências.ID/2019/DL57/MARE/10

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 “ReefNets- Using ecological networks to predict marine ecosystem responses to human threats”** (PTDC/BIA-ECO/28687/2017), 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 Biology, Ecology, Marine/Aquatic Science or akin areas, and comply with the following requirements:

- a) The PhD must have been granted at least one year ago;
- b) Demonstrated experience in:
 - ecology of marine communities (fish and/or invertebrates and/or algae);
 - sampling using diving methods;
 - the scope of anthropogenic impacts on marine communities;
 - publications in international scientific publications in English.

Value is given to experience with:

- manipulating and analysing spatial data using geographic information systems;
- ecology of marine communities in rocky reefs and/or coastal areas (fish and/or invertebrates and/or algae), more specifically in functional ecology;
- Marine Protected Areas and other conservation tools.

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

Awareness towards the implications of biodiversity loss on ecosystem functioning and services has highlighted the need to understand the mechanisms that underlie ecological resilience. Such knowledge should allow predicting how natural communities will change in face of major current threats, but in respect to marine ecosystems it is still scarce due to the lack of integrated approaches. Moreover, the assessment of changes should consider the likely cascading effects given the complexity of networks of interactions among the communities of living organisms, characteristic of marine ecosystems. Ecological

network analysis has been recognized as key to understand how biodiversity persists in ecosystems (i.e. stability and dynamics). In addition, the use of functional approaches in applied ecology is expanding rapidly as they provide a mechanistic way to explore the ecological processes driving communities, while facilitating cross-system comparisons. Project ReefNets aims to improve the current ability to predict ecological response of biodiversity associated with rocky reef habitats due to human-induced changes, by considering complex networks of interactions (e.g. trophic webs), and providing a mechanistic explanation.

Based on reef-associated communities (i.e. fish, algae, invertebrates, zooplankton and phytoplankton), their interactions and functional traits (i.e. attributes of species that govern their performance in an environment), the project will develop complementary ecological network models (i.e. species-specific biotic interactions and functional interactions). The complementary modeling approach will allow the assessment of trait-environment relationships of the multiple taxonomic groups (ecological networks) and their functional redundancy (research issue RI1), as well as improve the understanding about the ecological processes driving the coexistence of rocky reef assemblages (RI2). These ecological network models will be then used to predict how marine communities will change under different scenarios of anthropogenic impacts (e.g. climate change, fishing, pollution), while investigating how ecological resilience is affected by the complexity and stability of the network (RI3). An expected key research outcome is the definition of ecological indicators suitable to monitor rocky reefs by allowing the detection of human-induced changes (RI4). These indicators, together with the knowledge gathered on sensitivity and resilience of marine communities, will provide essential tools to guide management and conservation strategies. In project ReefNets we will focus on a case-study rocky reef system (in Arrábida Marine Protected Area - MPA) with high habitat complexity and biodiversity (within mainland Portugal).

The objectives of the work plan of the person to hire are to:

- ensure the execution of the project sampling plan in articulation/task sharing with the other team members;
- compile functional information on the sampled species from the different taxonomic groups (fish, invertebrates and algae);
- compile information of anthropogenic impacts on marine communities and define scenarios of change;
- analyse data and lead the writing (and co-writing) of publications of the project, and also prepare and present communications of the project in national and international contexts

The work plan is included in all the work packages (1, 2 and 3) of the referred project ReefNets.

IV. Composition of the Jury

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

- President – Sofia Henriques
- 1st Evaluator – Rita Vasconcelos
- 2nd Evaluator – Miguel Pais
- 1st Alternate Evaluator – Susanne Tanner
- 2nd Alternate Evaluator – Emanuel Gonçalves

V. Place of work

Work will be hosted by the Research Centre MARE – Marine and Environmental Sciences Centre, at the Faculty of Sciences of the University of Lisbon, Portugal. This will be the main place of work, and in addition sampling work will be done in coastal areas of mainland Portugal. The person to hire will need to be available to travel to work meetings and conferences nationally and internationally.

VI. Contract Duration

The full-time employment contract with an uncertain term is expected to start on March 1st 2019, and will last until the Work Plan referred to in section III is completed, which will have an expected duration of 30 months (the duration budgeted in project ReefNets (PTDC/BIA-ECO/28687/2017)), 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, 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 ecology and conservation of marine ecosystems, especially in coastal areas: 25%;
 - b) Scientific publications in the ecology and conservation of marine communities, including anthropogenic impacts: 25%;
 - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the ecology and conservation of marine ecosystems: 10%;
 - d) Assessment of the references provided by the candidate: 30%;
 - e) Interview, if deemed necessary by the jury: 10%.
5. The jury may decide to interview at least the 3 best ranked candidates [in criteria a) to d) of paragraph 4)], 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 January 7 to January 18, 2019.
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 - *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.