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Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment

FCiências.ID/2020/DL57/cE3c/14

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 the project '*SustInAfrica*' — '*Sustainable intensification of food production through resilient farming systems in West & North Africa*', fund of H2020 Research and Innovation Programme of Europe Union, with grant agreement No. 861924, 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 similar areas, have specialised skills and/or expertise in plant ecology, and fully comply with the following requirements:

- a) The PhD must have been granted at least 4 years ago;
- b) Scientific experience, demonstrated by the quality and amount of publications in peer-reviewed scientific journals, in the topics of this call;
- c) Experience in the participation of international science projects in the scientific areas of this call, namely in their management and in the production of deliverables;
- d) Experience in dissemination activities in the scientific areas of this call;
- e) Experience in supervision of graduate students in the scientific areas of this call;
- f) The candidate must also have excellent proficiency in both Portuguese and English language (written and spoken).

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 researcher's work plan is based on the objectives and description of the activities for partner FC.ID in the project, namely regarding WP1 – Baseline analysis and monitoring system's design of W. & N. African farming systems, namely regarding ecosystem services: mapping, limiting factors and pressures, and local production aims and conditions. The researcher will be responsible for a deliverable, regarding analysis of ecosystems services (WP1-T1.2c-M20) and may also participate in the draft of the WP3 deliverable - Effects on biodiversity and ecosystem services.

The researcher is also intended to support the project in the other components where FC.ID participates, such as WP2 (tools for smart farming); WP3 (conceptualise and design demonstration trials), WP4 (education & training), WP5 (sustainability, replicability, and exploitation of successful practices), WP6 (communication & dissemination), and eventually aid in WP7 (project coordination & administration).

IV. Composition of the Jury

The members of the jury are:

- President – Cristina Branquinho;
- 1st Member of the jury – Alice Nunes;
- 2nd Member of the jury – Tiago Capela Lourenço;
- 1st Alternate Member of the jury – Alexandra Gomes Oliveira;
- 2nd Alternate Member of the jury – Margarida Santos-Reis.

V. Place of work

Work will be developed at the facilities of the Centre for Ecology, Evolution and Environmental Changes (cE3c), located in the Campus of the Faculty of Sciences – University of Lisbon, Campo Grande, Lisbon, Portugal.

VI. Contract Duration

The full-time employment contract with an uncertain term is expected to start on 1st of October 2020 and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 36 months, eventually extended but will not exceed the project duration, including an initial experimental trial period of 30 days.

VII. Monthly Allowance

The gross monthly salary corresponds to 2,134.73 Euros, 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, 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 RCD, 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 topic of the call.
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 of the call - 30%;
 - b) Participation in the management and in the production of deliverables of relevant international scientific projects in the area of the call - 40%;
 - c) Pedagogical and outreaching activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area of the call – 15 %;
 - d) Assessment of the motivation letter – 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 Chairman of the Board of Directors 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 August 27th to September 09th, 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 August 26th of 2020.