

3505 Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment (Initial Stage Researcher)

FCiências.ID/2021/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 (initial stage researcher), in the framework of the projects “LARVA – Monitoring the Larval fish communities of freshwater ecosystems of Guadiana and Sado rivers” e “INVASAQUA – Aquatic Invasive Alien Species of Freshwater and Estuarine Systems: Awareness and prevention in the Iberian Peninsula”, funded by AQUALOGUS and SIBIC – Iberian Society of Ichthyology, respectively in the form of an indefinite duration fixed-term employment contract, according to the Portuguese Labour Code 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 or similar areas, have specialised skills and/or expertise in the field of Freshwater Fish Ecology, and fully comply with the following requirements:

- a) The PhD must have been granted at least 2 years ago;
- b) Demonstrated scientific and/or professional experience in the area of Bio-Ecology of Freshwater Fishes;
- c) The candidate must have deep knowledge about Freshwater Fish Identification of Portuguese rivers, particularly in different life stages (Ex. Juveniles and Adults);
- d) Experience in Science Outreach in projects related with Aquatic Ecosystems;
- e) Experience in Molecular Biology, particularly in DNA extraction, PCR, Sequencing and Microsatellite genotyping.

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. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12th, in its current version (CT);
2. Administrative Procedure Code, as published in Decree-Law No. 4/2015, of January 7th, in its current version (CPA).

III. Work Plan

1. Sorting of plankton samples collected in freshwater ecosystems; Identification of juveniles and larva of freshwater fish to genus or species level; Storing and cataloguing of samples in pro-analysis and preparation for sequencing;
2. Production of scientific contents for Outreach about Aquatic Invasive Species, Webinar organization directed to Stakeholder groups: Translation of Scientific and Technical material from Spanish to Portuguese and English; Press Releases production; Scientific revision of scientific documents;
3. Molecular identification of fishes through the sequencing of mitochondrial genes; Laboratorial work;

The overall plan is included in the general objectives of the applied projects “LARVA – Monitoring the Larval fish communities of freshwater ecosystems of Guadiana and Sado rivers” e “INVASAQUA – Aquatic Invasive Alien Species of Freshwater and Estuarine Systems: Awareness and prevention in the Iberian Peninsula”.

IV. Composition of the Jury

The members of the jury are:

- President – Filipe Ribeiro
- 1st Member of the jury – Maria Filomena Magalhães
- 2nd Member of the jury - Pedro Anastácio
- 1st Alternate Member of the jury – João Gago
- 2nd Alternate Member of the jury – Joana Martelo

V. Place of work

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

VI. Contract Duration

The full-time indefinite duration fixed-term employment contract is expected to start on 1st of April of 2021, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 6 months, will not exceed the limits set in the CT, 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. The final classification of candidates is given on a scale of 0 to 100%.
3. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) Participation in relevant scientific projects in the area of freshwater fish ecology and aquatic ecosystems - 40%;
 - b) Scientific publications in the area of freshwater fish biology of Iberian Peninsula - 25%;
 - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, production of outreach contents for general public and communication - 35 %;
 - d) Interview, if deemed necessary by the jury - 10%.

4. The jury may decide to interview the three best ranked candidates [in criteria a) to c) of paragraph 3], for clarifications and improved explanations of curricular elements. If there is an interview, the sum of the classification obtained in the evaluation criteria a) to c) will correspond to 90% of the final classification and the interview will correspond to 10%.
5. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
6. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
7. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
8. Hiring will be decided by the Chairman of the Board of Directors of FCIências.ID, based on the final jury recommendation.
9. 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.
10. With the notification referred to in paragraph 9, the hearing phase of interested parties referred to in Article 121 *et seq.* of the CPA will begin, and last for ten working days.
11. 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.
12. 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.
13. 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 22nd of February to 5th of March 2021.
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.fcienicias-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 19th of February of 2021