

#3876

Public Notice - International Selection Procedure

Recruitment of a Research Technician with a Master Degree (employment contract)

FCiências.ID/2022/cE3c/4

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 Research Technician with a Master degree, within the scope of the project MultiE: Phenotypic plasticity in multifactorial environments (Ref. PTDC/BIA-EVL/0321/2021), financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES through national funds (PIDDAC), in the form of an indefinite duration fixed-term employment contract, on exclusive regime, 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 MSc degree¹ in Biology or related areas, and provided they meet the following criteria:

- a) Demonstrated experience in wet lab work, e.g. DNA and RNA extraction, cDNA synthesis, PCR;
- b) Proficiency in Portuguese and English (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. Preferential Requirements

- a) Experience with lab organization/management, e.g. ordering and keeping track of reagents, organizing use of space and of equipment;
- b) Experience with handling experimental animals, particularly insect species;
- c) Experience working with *Drosophila melanogaster*;
- d) Experience in basic microbiology procedures, such as growing bacteria in liquid and solid media, and estimating bacterial levels therein;
- e) Experience with collection and analysis of large datasets;
- f) Experience obtaining and analysing quantitative real-time PCR data;
- g) Experience with CRISPR-Cas9;
- h) Good communication and organization skills;
- i) Experience training and guiding students;
- j) Training in Evolutionary Biology, Developmental Biology, Genetics, and/or Molecular Biology.

III. Applicable Law

1. Portuguese Labour Code (CT), as approved by Law No. 93/2019, of September 04th, in its current version;
2. Administrative Procedure Code (CPA), as published in Decree-Law No. 4/2015, of January 7th, in its current version.

IV. Work Plan

The objectives of the work plan are:

- 1) maintenance of laboratory populations of our experimental insects, *Drosophila melanogaster* flies and *Bicyclus anynana* butterflies, including food preparation, staging and making crosses;
- 2) wet-lab work including molecular biology analysis and tissue dissections;

- 3) lab management tasks (including ordering and keeping track of consumables and equipment use);
- 4) welcoming and training new lab members in use of animals and lab space and equipment.

This work plan is included in the MultiE project, which aims at studying the effects of external environmental conditions on phenotype expression.

V. Composition of the Jury

The members of the jury are:

- President – Patrícia Beldade (FCUL, cE3c; project PI);
- 1st Member of the jury – Roberto Keller (MNHNC, cE3c);
- 2nd Member of the jury – Joel Laia (FCUL, cE3c; project team member);
- 1st Alternate Member of the jury – Ana Teresa Eugénio (IGC; project team member);
- 2nd Alternate Member of the jury – Vítor Sousa (FCUL, cE3c; project team member).

VI. Place of work

The work will be developed at the facilities of Research Center cE3c – Centre for Ecology, Evolution and Environmental Changes, at Faculdade de Ciências da Universidade de Lisboa (FCUL), in Campo Grande, Lisbon, Portugal.

VII. Contract Duration

The full-time indefinite duration fixed-term employment contract is expected to start on April 2022, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 24 to 31 months, will not exceed the limits set in the CT, and it will include an initial experimental trial period of 30 days.

VIII. Monthly Allowance

The gross monthly salary corresponds to 1650 Euros, on exclusive regime, 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.

IX. 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. Based on the assessment of the candidates' scientific and curricular background, each member of the jury presents a justified proposal for admission (final classification equal to or greater than 50%) or exclusion (final classification below 50%) for each candidate, according to the evaluation criteria referred to in paragraph 4.
4. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) *Curriculum Vitae*, including contact of two possible references - 50%;
 - b) Motivation letter - 50%;
 - c) Interview, if deemed necessary by the jury - 30%.
5. The jury may decide to interview the three top candidates [cf. criteria a) to b) of paragraph 4)], 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 b) will correspond to 70% of the final classification and the interview will correspond to 30%.

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 (<http://www.fciencias-id.pt/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 concursos@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 (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 12 - 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.

X. 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.

XI. Submission of Applications

1. The present call will be open from 22/03/2022 to 04/03/2022.

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* - **CV may be provided in PDF format or through the [CIÊNCIAVITAE](#) system;**
 - 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. Digital copies of documents proving formal academic degrees and/or other scientific and professional qualifications - original documents must be provided in case of actual recruitment - *mandatory*;
 - iv. 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 X-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 21/03/2022.