

# 3992

## Public Notice - International Selection Procedure

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

FCiências.ID/2022/cE3c/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 Research Technician with a Master degree, in the framework of the pluriannual funding program contract of the Centre for Ecology, Evolution and Environmental Change (cE3c), Programmatic funding (Ref. UIDP/00329/2020), financed by national funds (PIDDAC) through FCT/MCTES, in the form of a definite 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 Master degree<sup>1</sup> in Biological Sciences or similar areas, and proficiency in Portuguese (written and spoken):

<sup>1</sup> 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 16<sup>th</sup> and the [Ministerial Order nr. 33/2019](#), of January 25<sup>th</sup>. 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 in participating in national and/or international scientific projects in the scientific areas of this contest;
- b) Experience in at least two of the techniques listed on line iii) of the workplan;
- c) Organizational and team work skills;

#### III. Applicable Law

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

#### IV. Work Plan

The work plan aims to achieve the objectives of the Strategic Project UIDP/00329/2020 for the Thematic Lines TL1: "Integrative ecological assessment of environmental change impacts on biodiversity", TL3: "Sustainable management strategies for high-nature-value farmlands", TL4: "Green & blue infrastructure for urban sustainability".

The work plan consists of the following tasks:

- i) Contribute to the management and maintenance of the cE3c Ecology Research Laboratories and their specific equipment, namely ensuring: the cleaning of material and common spaces as well as the monitoring of their good maintenance by the research teams; the good condition of the equipment and its maintenance; management of common laboratory stocks; looking for quotes for equipment and repairs, as well as consumables of common use. Provide support to the management of natural history collections on the National Museum of Science & Natural History.
- ii) Contribute to the management of the Field Station of cE3c/ FCUL – the Herdade da Ribeira Abaixo (HRA), Grândola, namely accompanying the reparation work of the Field Station buildings, and the forest management. Provide support to the formative actions that take place at the HRA.
- iii) Carry out/support researchers in their field and laboratory work, namely on the following techniques: a) acoustic monitoring of birds and bats; b) camera trapping of terrestrial vertebrates; c) maintenance of

microbial cultures; d) maintenance of controlled experimental sets on hothouse or culture chamber; e) measuring soil granulometry and pH; f) determination of organic content of different types of sample; g) collection and identification of plants; h) utilization of loggers.

## **V. Composition of the Jury**

The members of the jury are:

- President – Rui Rebelo (Auxiliar Professor of Faculdade de Ciências da Universidade de Lisboa);
- 1st Member of the jury – Jorge Palmeirim (Associate Professor with Aggregation, Faculdade de Ciências da Universidade de Lisboa);
- 2nd Member of the jury – Teresa Dias (Researcher, Faculdade de Ciências da Universidade de Lisboa);
- 1st Alternate Member of the jury – Manuela Sim-Sim (Auxiliary Professor with Aggregation, Faculdade de Ciências da Universidade de Lisboa);
- 2nd Alternate Member of the jury – Alice Nunes (Researcher, Faculdade de Ciências da Universidade de Lisboa).

## **VI. Place of work**

The work will be carried out at the facilities of the Centre for Ecology, Evolution and Environmental Change (cE3c) at the Faculty of Sciences, University of Lisbon in Campo Grande, Lisbon, Portugal; at MUHNAC – National Museum of Science & Natural History, Lisbon; at the Field Station of cE3c/ FCUL, Herdade da Ribeira Abaixo, Santa Margarida da Serra, Grândola.

## **VII. Contract Duration**

The full-time definite duration fixed-term employment contract is expected to start in November 2022. It will have an expected duration of 14 months and will not exceed the limits set in the CT, including an initial experimental trial period of 30 days.

## **VIII. Monthly Allowance**

The gross monthly salary corresponds to 1163.82 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 75%) or exclusion (final classification below 75%) 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 - 80%; The CV must include complete information about experience in the following laboratory techniques: a) acoustic monitoring of birds and bats; b) camera trapping of terrestrial vertebrates; c) maintenance of microbial cultures; d) maintenance of controlled

experimental sets on hothouse or culture chamber; e) measuring soil granulometry and pH; f) determination of organic content of different types of sample; g) collection and identification of plants; h) utilization of loggers, including data transfer.

- b) Motivation letter - 20%;
  - c) Interview, if deemed necessary by the jury - 30%.
5. The jury may decide to interview the three best ranked candidates [in criteria a) to b) 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 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](mailto: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](mailto: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 July, 22 to August, 5, 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 July, 19, 2022.