

#4181

Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment (Initial Stage Researcher)

FCiências.ID/2023/DL57/CESAM/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, in the category of Initial Stage Researcher of the FCiências.ID Scientific Research Career, within the scope of the multiannual funding program contract of the Centre for Environmental and Marine Studies (CESAM-Ciências), Base funding (Ref. UIDB/50017/2020), 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 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 the field of Biology of Global Changes, and fully comply with the following requirements:

- a) Proven scientific experience in field and laboratory work, targeting the study of terrestrial/freshwater or marine/estuarine ecosystems demonstrated by the (co)authorship of scientific papers published in international peer-reviewed journals - information provided in the CV and/or in the motivation letter;
- b) Publication of a minimum of five scientific papers in journals with impact factor (WOS) in the last five years - information provided in the CV and/or in the motivation letter;
- c) Experience in at least one the following domains: (1) Biology and Conservation of Birds, (2) Biology and Behaviour of Mammals, (3) Plant Biotechnology, (4) Human and Environmental Health - information provided in the CV and/or in the motivation letter.

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) Knowledge of techniques, languages, software, targeting i) chemical or molecular analyses of biological samples, or ii) experimental ecology and physiology, or iii) bioinformatics, or iv) trophic ecology, or v) spatial ecology and modelling - information provided in the CV and/or in the motivation letter;
- b) Experience in participation in national and/or international scientific projects in the scientific area of this call - information provided in the CV and/or in the motivation letter;
- c) Proficiency in Portuguese and English languages (written and spoken) - information provided in the CV and/or in the motivation letter.

III. 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 12th, 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).

IV. Work plan

The workplan aims to develop research within the scope of one of the following scientific domains of the Centre for Environmental and Marine Studies (CESAM-Ciências): Biology and Conservation of Birds, Biology and Behaviour of Mammals, Plant Biotechnology, Human and Environmental Health.

Candidates can visit the webpages of research groups and members of CESAM-Ciências for more information (<http://www.cesam.ua.pt/index.php?menu=3231&language=eng&tabela=post>).

V. Composition of the Jury

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

- President - Maria da Luz Mathias;
- 1st Member of the jury - Amadeu Soares;
- 2nd Member of the jury - Carlos Palmeira;
- 1st Alternate Member of the jury - Susana Loureiro;
- 2nd Alternate Member of the jury - Octávio Paulo.

VI. Place of work

Work will be developed at the facilities of Research Center CESAM-Ciências – Centre for Environmental and Marine Studies, in Campo Grande, Lisboa, Portugal.

VII. Contract Duration

The full-time indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in March 2023, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 8 months, will not exceed the limits set in the RCD, including an initial experimental trial period of 30 days.

VIII. Monthly Allowance

The gross monthly salary is stipulated in clause 1 a) of article 15 of the RCD, corresponding to level 33 of the Single Remuneratory Table, as approved by Government Order No. 1553-C/2008, of December 31st, in its current version, updated by the decree-law nr. 84-F/2022, of December 16th, being 2206,05 Euros, on an 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. 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 project.
3. Based on the assessment of the candidates' scientific and curricular background in the last five years, 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 5.
4. The final classification of candidates is given on a scale of 0 to 100%.
 5. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) Participation in relevant scientific projects in the domain of Biology of Global Changes - 30%;
 - b) Scientific publications in journals of high scientific merit in the scientific areas/domains listed in point I. - 50%;
 - c) Pedagogical and outreaching activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area of this call - 15%;
 - d) Motivation letter with reference to the field of specialization and to the work plan to be developed - 5%;
 - e) Interview, if deemed necessary by the jury - 10%.
 6. The jury may decide to interview the 3 best ranked candidates [in criteria a) to d) of paragraph 5], 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 d) will correspond to 90% of the final classification and the interview will correspond to 10%.
 7. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
 8. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
 9. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
 10. Hiring will be decided by the Chairman of the Board of Directors of FCIências.ID, based on the final jury recommendation.
 11. 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.
 12. With the notification referred to in paragraph 11, the hearing phase of interested parties referred to in Article 121 *et seq.* of the CPA will begin, and last for ten working days.
 13. 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.
 14. 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.
 15. 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 13 - 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 3rd, 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 24th January 2023 to 6th February 2023.
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* in PDF format - *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 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 23rd January 2023.