

#4217

Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment (Assistant Researcher)

Associated Laboratory Centre for Environmental and Marine Studies (CESAM-CIÊNCIAS), Reference LA/P/0094/2020, financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES

FCiências.ID/2023/LA/CESAM-CIÊNCIAS/1

FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências, through its Chairman of the Board of Directors, following the signature of the program-contract for the attribution of the statute and complementary funding to Associate Laboratories 2021-2025, hereby announces the opening of an international call for the recruitment of a Scientific Researcher with a PhD degree within the scope of the Associated Laboratory Centre for Environmental and Marine Studies (CESAM-CIÊNCIAS), Reference LA/P/0094/2020, financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES, in the form of an employment contract, on an 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 doctoral degree¹ in Biological Sciences or similar areas, and fully comply with the following requirements:

- a) More than five years of professional and/or academic experience after the PhD completion, h-index equal to or greater than 12 (by Scopus) - information provided in the CV and/or in the motivation letter;
- b) Proven experience in field and laboratory work in the area of Environmental Quality and Health, following at least one of the following approaches 1) ecological, 2) chemical or molecular, 3) biotechnological - information provided in the CV and/or in the motivation letter;
- c) Demonstrated previous scientific and/or professional experience in the areas mentioned above validated by the (co)authorship of scientific papers published in international peer-reviewed journals - information provided in the CV and/or in the motivation letter;
- d) Ability to attract competitive funding, translated into participation or leadership in national and/or international scientific projects in the requested area(s) of expertise - 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 analysis of biological samples, or ii) experimental ecology and physiology, or iii) bioinformatics, or iv) spatial ecology and modelling - information provided in the CV and/or in the motivation letter;
- b) Proven experience in dissemination activities in the scientific areas of this public notice - information provided in the CV and/or in the motivation letter
- c) Proven experience in academic activities (teaching and/or students' supervision and/or evaluation panels) in the scientific area of this public notice - information provided in the CV and/or in the motivation letter;
- d) Proven experience of cooperation with international teams - information provided in the CV and/or in the motivation letter;

- e) Proficiency in Portuguese and English languages (written and spoken) - information provided in the CV and/or in the motivation letter.

III. Applicable Law

1. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12th, in its current version (CT);
2. Regulation of Carreiras de Investigação Científica e de Gestão de Ciência e Tecnologia da FCIências.ID – Associação para a Investigação e Desenvolvimento de Ciências (Regulamento de Carreiras) available on <https://fciencias-id.pt/node/50>.

IV. Workplace

The position to be filled will enable activities of the CESAM Associated Laboratory and FCIências.ID in the connection between science and environmental policies, in the contributions to sustainability and environmental quality context, in accordance with the principles of the 2030 Agenda of the United Nations for Sustainable Development and according to 'One Health' or 'Eco-Health' approaches.

In particular, the position to filled is a research position in the area of Health and Environmental Quality with a focus on the identification of biotic and abiotic factors that promote the well-being of living organisms in an ever-changing environment.

The R&D activity to be carried out will have to be relevant to improve the understanding of the tradeoff controls associated with the stress and imbalance of biological systems, through multiple approaches, methods and tools, seeking methodologies that contribute to promote the balance between human activities and the environment (focused on the core actions of the European Green Deal and in an 'Eco-Health' context) and contributing to the understanding, mitigation, adaptation and resolution of environmental changes at regional, national and global levels.

The position to be provided also includes, within the CESAM's strategy relevant themes, the regular components of interaction between research structures and between them and society, advanced training, fundraising or the establishment of international cooperation frameworks, all and exclusively in the context of the specificities of the job referred to in the previous paragraphs.

V. Composition of the Jury

The members of the jury are:

- President - Maria da Luz Mathias (Universidade de Lisboa, Faculdade de Ciências, Full Professor);
- 1st Member of the jury - Amadeu Soares (Universidade de Aveiro, Full Professor);
- 2nd Member of the jury - Carlos Palmeira (Universidade de Coimbra, Full Professor);
- 1st Alternate Member of the jury - Octávio Paulo (Universidade de Lisboa, Faculdade de Ciências, Associate Professor w/ Aggregation);
- 2nd Alternate Member of the jury - Susana Loureiro (Universidade de Aveiro, Assistant Professor w/ Aggregation).

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 term employment contract on an exclusive regime is expected to start in May 2023, including an initial experimental trial period of 180 days.

VIII. Monthly Allowance

The gross monthly remuneration to be attributed is 3294,81 Euros, corresponding to the position 1 of the category equivalent to Assistant Researcher in the Scientific Research career of the Regulation for Scientific Research Careers and Science and Technology Management of FCIências.ID, on which legal discounts will apply, 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 selection of the candidates approved in absolute merit will rely on the evaluation of their scientific and curricular achievements in the last five (5) years, taking into consideration the quality and relevance of the scientific production, and the professional activity indicated as more relevant by the candidate.
3. Based on the assessment of the candidates' scientific and curricular background in the last five (5) 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 or leadership in relevant scientific projects in the areas of expertise in this public notice - 30%;
 - b) Scientific publications in journals of high scientific merit in the specialty domains listed in point I - 45 %;
 - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences for the promotion and dissemination of the expertise areas of this call- 15 %;
 - d) Motivation letter - 10 %;
 - e) Interview, if deemed necessary by the jury - 10%.
6. The jury may decide to interview the three (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 no. 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 the 13th of March 2023 to the 24th of March 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.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* 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, including the previous experience, the field of specialization and the adequacy to the job to be filled - *mandatory*;
 - iii.* 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 no. 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 the 10th of March 2023.