

#4243

Public Notice - International Selection Procedure

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

FCiências.ID/2023/MARE/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, of the FCIências.ID Science and Technology Management Career, within the scope of the project MicroToxFish: Global Warming and the ability of microplastics to act as vectors of contamination in early stages of the fish life cycle: Generational and transgenerational effects (Ref. 2022.04136.PTDC), 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 complementary legislation.

I. Admission Requirements

Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, with a Master degree¹ in Marine Biology, Marine Ecology, Environmental Sciences or associated fields, and fully comply with the following requirements:

- a) Proven scientific and/or professional experience in the maintenance and monitoring of marine fish in Recirculation Aquatic Systems (RAS), namely larval and juvenile fish - information provided in the CV and/or in the motivation letter;
- b) Experience in *in vivo* trials - information provided in the CV and/or in the motivation letter;
- c) Experience in assessing animal welfare and quantification of environmental chemical contaminants and microplastics – information provided in the CV and/or in the motivation letter;
- d) Laboratory management experience, such as organization, stock maintenance and management of stocks and orders - 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) Accreditation for carrying out animal experimentation procedures on fish (FELASA B) - information provided in the CV and/or in the motivation letter;
- b) Experience in *in vivo* trials with exposure to water temperature conditions, exposure to environmental contamination and/or microplastic contamination - information provided in the CV and/or in the motivation letter;
- c) Scientific publications related to the scientific areas of this call - information provided in the CV and/or in the motivation letter;
- d) Experience in dissemination activities in the scientific areas of this call - information provided in the CV and/or in the motivation letter;
- e) Proficiency in Portuguese and in English (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. 93/2019, of September 04th, 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).

IV. Work plan

The work plan to be executed includes the following tasks:

- 1) Collaboration in the design and execution of *in vivo* trials on fish, including trials with exposure to ocean warming conditions and contamination;
- 2) Participation in physiology, toxicology and behaviour trials, among others, necessary for the execution of the project;
- 3) Participation in project dissemination and communication activities;
- 4) Collaboration in the preparation of project progress reports;
- 5) Participation and collaboration in project meetings.

The work plan is included in tasks: 1 (Animal collection, acclimation and exposure), 2 (Survival, growth rates and reproductive output), 3 (Aerobic scope and specific dynamic action), 4 (Swimming activity, feeding behaviour and escape response), 5 (Microplastics extraction and identification), 6 (Assessment of toxic compounds), 7 (histological and biochemical markers) and 8 (data analysis and dissemination of results) of the project MicroToxFish: Global Warming and the ability of microplastics to act as vectors of contamination in early stages of the fish life cycle: Generational and transgenerational effects. In order to carry out some tasks in the work plan, it will be necessary to travel and execute those tasks at project partners facilities, namely in Instituto Português do Mar e da Atmosfera (IPMA) in Algés, ISPA – Instituto Universitário, FCT-NOVA in Caparica and to the Institute of Environmental Assessment and Water Research (IDAEA) in Barcelona.

V. Composition of the Jury

The members of the jury are:

- President - Doctor Ana Rita Lopes, Researcher at the Faculty of Sciences of the University of Lisbon;
- 1st Member of the jury - Doctor Ana Margarida Faria, Researcher at ISPA - Instituto Universitário;
- 2nd Member of the jury - Doctor Tiago Fernandes Grilo, Researcher at the Faculty of Sciences of the University of Lisbon;
- 1st Alternate Member of the jury - Doctor António Marques, Auxiliar Researcher at IPMA, IP;
- 2nd Alternate Member of the jury - Doctor Ana Luisa Maulvault, Auxiliar Researcher at IPMA, IP.

VI. Place of work

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

VII. Contract Duration

The indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in May 2023, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 26 months, will not exceed the limits set in the CT.

VIII. Monthly Allowance

The gross monthly salary corresponds to 1268,04 Euros, corresponding to level 15 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, on an exclusive regime, 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 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 70%) or exclusion (final classification below 70%) for each candidate, according to the evaluation criteria referred to in no. 4.
4. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) Curriculum vitae - 60%
 - b) Scientific publications in the area - 30%;
 - c) Letter of motivation - 10%;
 - d) Interview, if deemed necessary by the jury - 20%.
5. The jury may decide to interview the three (3) best ranked candidates [in criteria a) to c) of no. 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 c) will correspond to 80% of the final classification and the interview will correspond to 20%.
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 ("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 no. 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 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 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 28th of March 2023 to the 11th of April 2023.
2. The application and all the required documents must 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 - *mandatory*;
 - iii. Digital copies of scientific publications relevant for the objectives of the Work Plan - *optional*;
 - iv. 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*;
 - 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 27th of March 2023.