

#4279

Public Notice - International Selection Procedure

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

FCiências.ID/2023/cE3c/3

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 ForCe: Forest Certification as a tool in the conservation of vertebrates' biodiversity in exotic eucalyptus plantations (Ref. 2022.03253.PTDC), financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES through national funds (PIDDAC), in the form of a(n) 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 Biological Sciences or similar areas, expertise in the field of Biodiversity monitoring and conservation or associated fields, and fully comply with the following requirements:

- a) Proven scientific and/or professional experience in implementing mammal species sampling using camera trapping and trapping aimed at capturing live small mammals - information provided in the CV and/or in the motivation letter;
- b) Experience in identifying Portuguese mammal, reptile and bird species, using standard techniques - information provided in the CV and/or in the motivation letter;
- c) Knowledge of standard methodologies used to monitor reptiles, bird and terrestrial invertebrates' species - information provided in the CV and/or in the motivation letter;
- d) Experience in ecological data analysis - 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) Fieldwork experience focused on sampling mammalian carnivores using camera trapping and mammals of the Orders *Rodentia* and *Eulipotyphla* using Sherman traps - information provided in the CV and/or in the motivation letter;
- b) Experience in the analysis of ecological data using the statistical software R and the Geographic Information System QGIS - information provided in the CV and/or in the motivation letter;
- c) Scientific experience demonstrated by publications as 1st author in international scientific journals - information provided in the CV and/or in the motivation letter;
- d) Experience and capacity for visual identification of reptile species and capacity for visual and auditory identification of birds - information provided in the CV and/or in the motivation letter;
- e) Proven experience in outreach activities in the scientific areas of this call - 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) Monitoring of medium and large mammals in areas of Eucalyptus plantations (with and without FSC certification) and in natural areas, in Central Portugal, using camera trapping;
- 2) Monitoring of small mammals (Orders *Rodentia* and *Eulipotyphla*) in areas of Eucalyptus plantations (with and without FSC certification) and in natural areas, in Central Portugal, using Sherman Traps to capture live animals;
- 3) Monitoring of reptiles and birds in areas of Eucalyptus plantations (with and without FSC certification) and in natural areas, in Central Portugal, using using linear transects/point counts;
- 4) Monitoring of terrestrial arthropods in areas of Eucalyptus plantations (with and without FSC certification) and in natural areas, in Central Portugal, using pit-fall traps;
- 5) Characterization of the sampling points' vegetation composition and structure;
- 6) Estimate, whenever possible, the relative abundance and occupancy patterns of medium and large mammals detected, and identification of environmental determinants that define the recorded patterns;
- 7) Estimate, whenever possible, of the relative abundance of small mammals, reptiles, birds and arthropods detected, and identification of environmental determinants that define the patterns recorded;
- 8) Writing of project activity reports regarding the monitoring of mammal species.

The work will be carried out as part of a multidisciplinary team and in partnership with the other members of the team.

The work plan is included in task 2 (Food resource diversity and availability in EP), 3 (Vertebrate diversity, occupancy, and abundance/density patterns), 4 (Animal trapping and radio-collars fitting), 5 (Physical condition of vertebrates), 6 (Fine-scale spatial patterns of Mesocarnivores), 7 (Activity patterns of mammals) and 10 (Outreach and science communication activities) of the project ForCe - Forest Certification as a tool to preserve vertebrates' biodiversity in exotic forestry plantations (ref. 2022.03253.PTDC), although the fulfilment of project tasks goes beyond the expected duration of the contract.

V. Composition of the Jury

The members of the jury are:

- President - Prof. Dr. Luis Miguel Rosalino;
- 1st Member of the jury - Dr. Ana Leal;
- 2nd Member of the jury - Dr. Sérgio Chozas;
- 1st Alternate Member of the jury - Dr. Joaquim Pedro Ferreira;
- 2nd Alternate Member of the jury - Dr. Rita Torres.

VI. Place of work

Work will be developed at the facilities of Research Center cE3c – Centre for Ecology, Evolution and Environmental Changes, in Campo Grande, Lisboa, Portugal.

VII. Contract Duration

The indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in June 2023, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 9 months, will not exceed the limits set in the CT.

VIII. Monthly Allowance

The gross monthly salary corresponds to 1175,46 Euros , corresponding to level 13 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 60%) or exclusion (final classification below 60%) 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) Scientific publications in the area of the project - 10%;
 - b) Letter of motivation - 10%;
 - c) Participation in scientific projects in the area of the project - 10%;
 - d) Graduation average grade - 5%;
 - e) Master average grade - 15%;
 - f) Experience in the methodologies to be used within the Work Plan different tasks - 40%;
 - g) Outreach, extension, and knowledge dissemination activities, namely in the area of the project - 10%;
 - h) Interview, if deemed necessary by the jury - 20%.
5. The jury may decide to interview the 3 best ranked candidates [in criteria a) to g) 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 g) 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. Processing of personal data

1. FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências, as the responsible for processing the personal data, in accordance with the [General Data Protection Regulation](#), collects and processes the personal data requested in the context the job application, under paragraphs b) and c) of Article 6.1 of the General Data Protection Regulation (RGPD).
2. The personal data shall be kept for the period necessary for the execution of the purposes for which they are intended, and the processing and protection, in an appropriate and diligent manner, of the confidentiality and integrity of such data shall be ensured through appropriate technical and organisational measures.
3. Personal data may be transmitted to third parties, namely the entity funding the research project, solely for the purposes specifically established. In this sense, whenever necessary the transfer of personal data to countries outside the European Union and/or international organizations, compliance with the applicable legal provisions shall be ensured.
4. You have the right to request access, rectification, erasure, limitation of processing, the right to object and also data portability (if technically feasible) by sending an e-mail to: dpo@fciencias-id.pt. You also have the right to lodge a complaint with the National Data Protection Commission.
5. For more information, we recommend that you consult the Internal Rules of Data Protection of FCiências.ID - Association for Research and Development of Sciences at <https://fciencias-id.pt/>.

XI. 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.

XII. Submission of Applications

1. The present call will be open from the 27th of April 2023 to the 11th of May 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. Up to five 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 XI-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 26th of April 2023.