

#4432

**Public Notice - International Selection Procedure**  
**PhD Scientific Researcher Recruitment (Assistant Researcher)**

**FCiências.ID/2023/DL57/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 Scientific Researcher with a PhD degree, in the category of Assistant Researcher, of the FCiências.ID Scientific Research Career, within the scope of the project Olinka di mar: "Survie des Tortues Marines - Phase 2" project in the Bijagós Archipelago and the Varela region, Guinea-Bissau, financed by Parteneriado Regional para a Conservação Costeira e Marinhã na África Ocidental - PRCM, 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 29<sup>th</sup>, as amended by Law No. 57/2017, of July 19<sup>th</sup>.

**I. Admission Requirements**

Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, provided they hold a doctoral degree<sup>1</sup> in Biology or related areas, and fully comply with the following requirements:

- a) The PhD must have been granted at least 5 years;
- b) Proven experience and autonomy in coordinating research and monitoring of sea turtles at nesting and feeding areas - information provided in the CV and/or in the motivation letter;
- c) Experience and autonomy in molecular biology techniques (*e.g.*: extraction, purification, and quantification of DNA, PCR, etc.) and handling of genetic data - information provided in the CV and/or in the motivation letter;
- d) Proven experience in satellite telemetry studies - information provided in the CV and/or in the motivation letter;
- e) Proven scientific experience in the above-mentioned themes, demonstrated by the quality and number of articles published (minimum of 10; minimum SCOPUS h index of 10) in peer-reviewed scientific journals - information provided in the CV and/or in the motivation letter.

<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 coordinating scientific projects, national and/or international, in the scientific areas of this competition - - information provided in the CV and/or in the motivation letter;
- b) Experience in supervising postgraduate students - - information provided in the CV and/or in the motivation letter;
- c) Experience of fieldwork in sub-Saharan Africa or other less developed countries and willingness to work in very harsh terrain conditions and in remote locations with limited communication access - information provided in the CV and/or in the motivation letter;
- d) Proficiency in Portuguese and English (spoken and written) - information provided in the CV and/or in the motivation letter.

### **III. Applicable Law**

1. Decree-Law No. 57/2016, of August 29<sup>th</sup> (RCD), in the wording conferred on it by Law No. 57/2017, of July 19<sup>th</sup> (RCD);
2. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12<sup>th</sup>, in its current version (CT);
3. Regulatory Decree No. 11-A/2017, of December 29<sup>th</sup>;
4. 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 to be executed includes the following tasks:

- 1) Conducting field missions to Guinea-Bissau and other countries on the West African coast to deploy satellite tags and collect of biological samples (e.g., sea turtle epidermis);
- 2) Planning and scientific coordination of research activities at sea turtle nesting and feeding areas along the west coast of Africa;
- 3) Support for laboratory activities developed within the context of the project;
- 4) Support for analysing and interpreting of metagenomic and telemetry data collected within the scope of the project;
- 5) Academic supervision of postgraduate students involved in the research;
- 6) Preparing for and participating in project meetings, as well as in subsequent actions arising therefrom;
- 7) Writing and publishing results in peer-reviewed scientific journals;
- 8) Participation in dissemination and communication activities related to the project;
- 9) Provide training in sea turtle biology and scientific research methods aimed at conservation technicians, to be delivered in Portuguese;
- 10) Collaborate in the creation of awareness-raising materials and strategic documents, based on scientific data;
- 11) Draw up reports compiling the activities carried out and the financial execution of the project.

The work plan corresponds to the main tasks of the project Olinka di mar and will include missions to coastal regions of West Africa for fieldwork, and within Portugal for laboratory work.

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

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

- President - Rui Rebelo;
- 1<sup>st</sup> Member of the jury - Paulo Catry;
- 2<sup>nd</sup> Member of the jury - Martin Beal;
- 1<sup>st</sup> Alternate Member of the jury - Maria Dias;
- 2<sup>nd</sup> Alternate Member of the jury - José Pedro Granadeiro.

### **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 full-time indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in November 2023, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 12 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 in accordance with the annex 1 of the Decree-Law no. 124/99, of April 20<sup>th</sup>, in its current version, corresponding to the remuneration position 1 of the category of Equivalent to Auxiliary Researcher, which corresponds to a gross monthly remuneration of 3327,76 Euros, 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. 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 (5) years, taking into consideration the quality and relevance of the scientific production, and the professional activity indicated as more relevant by the candidate, within the scope of the project Olinka di mar.
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 80%) or exclusion (final classification below 80%) for each candidate, according to the evaluation criteria referred to in no. 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) Scientific publications in the scientific area of this call - 50%;
  - b) Coordination of scientific projects in the scientific area of this call - 20%;
  - c) Proficiency in both Portuguese and English - 10%;
  - d) Supervision of postgraduate students - 10%;
  - e) Prior work experience in very harsh field conditions and in remote locations with limited communication access, information provided in a motivation letter - 10%;
  - f) Interview, if deemed necessary by the jury - 10%.
6. The jury may decide to interview the two (2) best ranked candidates [in criteria a) to e) of no. 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 e) 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 the 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](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.

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](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 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. 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](mailto: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 3<sup>rd</sup>, 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 4<sup>th</sup> of October 2023 to the 18<sup>th</sup> of October 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 (written in English) - *mandatory*;
  - ii. A motivation letter clearly demonstrating that the candidate has an adequate profile for the position and fully complies with the Admission Requirements (written in English) - *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 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 3<sup>rd</sup> of October 2023.