

#4497

Public Notice - International Selection Procedure
PhD Scientific Researcher Recruitment (Initial Stage Researcher)
FCiências.ID/2023/DL57/MARE/2

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 project LIFE-PREDATOR: PREvent, Detect and combAT the spread Of SiluRus glanis in south european lakes to protect biodiversity (Ref. LIFE21-NAT-IT-PREDATOR), financed by the European Climate, Infrastructure and Environment Executive Agency (CINEA) - under the Grant Agreement 101074458, 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 Biology or similar areas, have specialized skills and/or expertise in the field of Ecology of Freshwater Fish (or associated fields), and fully comply with the following requirements:

- a) The PhD must have been granted at least 3 years ago;
- b) Demonstrated scientific and professional experience in the areas of freshwater ecology and invasion biology – information provided in the CV and/or in the motivation letter;
- c) Experience in scientific outreach, stakeholder engagement in the areas of freshwater ecology and invasion biology – information provided in the CV and/or in the motivation letter;
- d) Knowledge about the fish fauna in Portuguese freshwater ecosystems and about advanced techniques for analysis of ecological data – 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) R&D activity in freshwater ecology and invasive species assessment and management – information provided in the CV and/or in the motivation letter;
- b) Scientific and professional experience in sampling techniques for freshwater fish and habitats – information provided in the CV and/or in the motivation letter;
- c) Scientific and professional experience in database building and advanced statistical analyses, particularly using R software – information provided in the CV and/or in the motivation letter;
- d) Scientific and professional experience in spatial analysis, modelling and ecosystem services assessment – information provided in the CV and/or in the motivation letter;
- e) Demonstrated experience in outreach activities for public awareness about invasive species in freshwater ecosystems – information provided in the CV and/or in the motivation letter;
- f) Other professional experience in areas relevant to the project, including reservoir sampling – information provided in the CV and/or in the motivation letter;
- g) Proficiency in Portuguese and English (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 work plan to be executed includes the following tasks:

- 1) Submit the requests needed for National sampling permits for project execution, namely dealing with bureaucratic and administrative procedures (e.g. ICNF) (WP1.3);
- 2) Lead the Analysis of the Stakeholders and create the Local Alliance groups on the target reservoirs (WP2.1). Implement the Specialized teams at the national level (Operative Teams and Warning Teams) (WP2.2). Support the habitat and spatial characterization of the catfish in Portuguese reservoirs (WP2.3). Collect the indexing data on target reservoirs in Portugal (WP2.4). Set the baseline abundance of the fish communities in the Portuguese reservoirs (WP2.5);
- 3) Lead the writing of a Protocol for European catfish capture with suitable methodologies for small and large Portuguese reservoirs (WP3.3);
- 4) Participate in the Development of an Early Warning Detection System for European catfish, focusing on citizen science data and, respective, begin the curation of records to the database (WP4.3 & WP4.4).
- 5) Participate in the first campaigns of European catfish control in small and large reservoirs, and the respective evaluation of the effectiveness of control campaigns (WP5.3);
- 6) Participate in the first campaigns of monitoring and evaluation of the effects of European catfish removal on: i) water sampling (WP6.1), ii) sampling for the foodweb evaluation (WP6.5), iii) inquiries for ecosystem services (WP6.6), iv) stakeholder knowledge and perceptions evaluation (WP6.7);
- 7) Participate in the knowledge transfer tasks of the LIFE PREDATOR, including the institution of the South European Catfish Management Group (WP7.2), and on the dynamization of the first events to raise anglers awareness and build the initial contents for the website and guide (WP7.3);
- 8) Participate in the initial implementation of the LIFE-PREDATOR project communication and outreach activities (e.g., fishing fairs, educational activities, scientific congresses and papers (WP8.1, WP8.2, WP8.3, WP8.4, WP8.5, WP8.6).

The work plan is included in Work Packages WP1, WP2, WP3, WP4, WP5, WP6, WP7 and WP8 of the project LIFE-Predator.

V. Composition of the Jury

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

- President - Filipe Ribeiro;
- 1st Member of the jury - Maria Filomena Magalhães;
- 2nd Member of the jury - Alexandra Marçal Correia;
- 1st Alternate Member of the jury - José Lino Costa;
- 2nd Alternate Member of the jury - Rui Rebelo.

VI. Place of work

Work will be developed at the facilities of Research Center MARE-ULisboa – Marine and Environmental Sciences Centre-ULisboa and cE3c – Centre for Ecology, Evolution and Environmental Changes, in Faculty of Sciences of the Lisbon of University, 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 2024, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 24 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, being 2228,11 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 LIFE-PREDATOR.
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 50%) or exclusion (final classification below 50%) 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) Participation in R&D activities relevant for the development of the project – 40%
 - b) Experience in outreaching activities, for promoting scientific practices, and in the organization of workshops and seminars, in the areas of freshwater ecology and invasive biology – 20%;
 - c) Motivation letter of the applicant – 20%;
 - d) Scientific publications in the areas of freshwater ecology and invasive biology – 20%;
 - e) Interview, if deemed necessary by the jury – 10%.
6. The jury may decide to interview the 5 best ranked candidates [in criteria a) to d) 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 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 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. 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 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. 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 19th of December 2023 to the 5th of January 2024.
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 - *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 18th of December 2023.