

#4701

## Public Notice - International Selection Procedure

### PhD Scientific Researcher Recruitment (Assistant Researcher)

**Associated Laboratory CHANGE: Global Change and Sustainability Institute,  
Reference LA/P/0121/2020 (CE3C), financed by Fundação para a Ciência e a  
Tecnologia, I.P./MCTES**

**FCiências.ID/2024/LA/CE3C/2**

**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 CHANGE: Global Change and Sustainability Institute, Reference LA/P/0121/2020, 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 degree<sup>1</sup> in Biology, specialising in Ecology or related areas, and fully comply with the following requirements:

- a) The PhD must have been granted at least 5 years ago;
- b) More than five years of professional and/or academic experience after completing the doctorate, h-index equal to or greater than 15 (ref Scopus) - information provided in the CV and/or in the motivation letter;
- c) Publication of at least ten (10) scientific articles in journals with a Q1 impact factor (WoS) in the last five years - information provided in the CV and/or in the motivation letter;
- d) Proven experience in experimental work in the field of Ecological Restoration; this experience must be validated by (co)authorship of scientific articles published in international peer-reviewed journals and/or through leadership or participation in projects- information provided in the CV and/or in the motivation letter;
- e) Capacity to attract competitive funding through participation or leadership in national and/or international scientific projects in the area of expertise of the call - information provided in the CV and/or in the motivation letter;
- f) The candidate must also have extensive experience in quantitative analysis of ecological data - 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) Proven experience in academic activities (teaching and/or supervising students and/or evaluation panels) in the scientific area of the call - information provided in the CV and/or in the motivation letter;
- b) Proven experience of cooperation with international teams - information provided in the CV and/or in the motivation letter;
- c) Proven experience in dissemination activities in the scientific area of the call - information provided in the CV and/or in the motivation letter;

- d) Proficiency in Portuguese and 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. 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 will enable the activities of the Associated Laboratory and the FCIências.ID to be carried out specifically in the context of contributions to sustainability and environmental health in alignment with the principles of the United Nations 2030 Agenda for Sustainable Development according to approaches that promote and develop scientific knowledge, integrating ecological and socio-economic aspects.

The activities to be developed must be relevant to the Nature Restoration Law, which commits all EU countries to present and adopt a National Restoration Plan with specific objectives, including the restoration of at least 30% of terrestrial habitats by 2030. In particular, research should be conducted in the field of ecological restoration, defined as the active or passive contribution to the recovery of ecosystems with the aim of enhancing their structure and functions, conserving or strengthening biodiversity and resilience, and promoting climate change mitigation and adaptation while safeguarding citizens' health and well-being against environmental risks and impacts..

The research activity should be instrumental in improving the understanding of the mechanisms associated with ecological restoration through multiple approaches, methods and tools, with the aim of developing methodologies that contribute to the promotion of ecological restoration. The objective is to develop an ecological approach to restoration, which must always be contextualised and evaluated in terms of its socio-economic benefits. This will entail the creation of models and the collation of relevant data to support the activities of operational agencies and regulators at the national and international levels.

The outcome of the research and development activity should be the generation and testing of methodologies that enhance knowledge and clarify:

1. The scientific validity of indicators and measurement and monitoring methodologies;
2. A portfolio of services that exploits the social and economic advantages of the target themes;
3. The establishment of a scientific network that will benefit the Associated Laboratory, although naturally within the scope of the of the Position's subject matter.

It would be beneficial for the position to include the usual components of interaction between research structures and between them and society. Additionally, it would be advantageous for the position to involve advanced training, attracting funding or setting up international cooperation frameworks, all exclusively in the context of the specificities mentioned above.

Ultimately, the researcher must ensure that a substantial portion of the funding is secured to make their R&D activity feasible, in alignment with the scientific and action strategy of the Associated Laboratory. This entails leveraging all available funding programs, whether public or private, national or international, to advance the understanding of the necessity for sustainable ecological restoration practices. It is essential to recognize that the unit of measurement for evaluation will be the value of the gross annual salary.

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

The members of the jury are:

- President – Cristina Máguas;
- 1<sup>st</sup> Member of the jury – José Manuel Rebordão;
- 2<sup>nd</sup> Member of the jury – Cristina Branquinho;
- 3<sup>rd</sup> Member of the jury – Manuela Sim-Sim;
- 4<sup>th</sup> Member of the jury – Cristina Cruz;
- 1<sup>st</sup> Alternate Member of the jury – Octávio Paulo;
- 2<sup>nd</sup> Alternate Member of the jury – Margarida Santos-Reis.

## **VI. Place of work**

Work will be developed at the facilities of the Associate Laboratory CHANGE: Global Change and Sustainability Institute (CE3C), and will be held on the facilities of the Faculty of Sciences of the University of Lisbon in Campo Grande, Lisboa, Portugal.

## **VII. Contract Duration**

The full-time indefinite term employment contract on an exclusive regime is expected to start in October 2024, including an initial experimental trial period of 180 days.

## **VIII. Monthly Allowance**

The gross monthly remuneration to be attributed is 3427.59 Euros, corresponding to the position 1 of the category equivalent to Assistant Researcher in the Scientific Research career as mentioned in Annex I of ECIC, in its current version, under the terms of decree-law 108/2023 of 22 November 2023, 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.

(Based on a positive assessment of the activities carried out, career progression is possible in accordance with the FCiências.ID Regulation for Scientific Research and Science and Technology Management Careers.)

## **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.
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) Publications in journals of high scientific merit in the areas of speciality listed in point I - 40%;
  - b) Participation or leadership of relevant scientific projects in the area of expertise of the call - 30%;
  - c) Pedagogical, outreach and knowledge dissemination activities, namely in the context of promoting scientific practices, organising courses, seminars and conferences to promote and disseminate the area of expertise of the call - 15%;
  - d) Motivation letter including reference to the area of specialisation and the work plan to be developed - 15%;

- e) Interview, if deemed necessary by the jury - 10%
6. The jury may decide to interview the 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](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 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. 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 29<sup>th</sup> of July 2024 to the 9 of August 2024.
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 - *mandatory*;
  - iii. Up to five publications relevant for the objectives of the Workplace - *mandatory*;
  - iv. Reference letter(s) (maximum 2) - *optional*;
  - v. 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*;
  - vi. 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 26<sup>th</sup> of July 2024.