

#4746

## Public Notice - International Selection Procedure

### **Recruitment of a Specialist in laboratory and computer infrastructures with a PhD Associated Laboratory ARNET: Aquatic Research Infrastructure Network, Reference LA/P/0069/2020 (MARE), financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES**

**FCiências.ID/2024/LA/MARE/1**

**FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências**, through its President of the Administration Board, 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 Specialist in laboratory and computer infrastructures with a PhD within the scope of the Associated Laboratory ARNET: Aquatic Research Infrastructure Network, Reference LA/P/0069/2020 (<https://doi.org/10.54499/LA/P/0069/2020>), financed by Fundação para a Ciência e a Tecnologia, I.P./MCTES, as long as it applies under the Stimulus Sall for Institutional Scientific Employment for Associated Laboratories (CEEInst-LA), 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\* in Biology or similar 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 PhD, h-index equal to or greater than 25 (ref Scopus) - information provided in the CV and/or motivation letter;
- c) Proven experience in field and laboratory work in the area of n the areas of Marine and Estuarine Ecology, Ecosystem Functioning and Environmental Assessment and Management in at least one of the following approaches 1) ecological, 2) physiological or molecular or 3) ecological modelling; this experience must be validated by the (co-)authorship of scientific articles published in international peer-reviewed journals - information provided in the CV and/or motivation letter;
- d) Publication of at least five (5) scientific articles in journals with an impact factor (WoS) in the last five years - information provided in the CV and/or motivation letter;
- e) Ability to attract competitive funding through participation or leadership in national and/or international scientific projects in the area of speciality of the call - information provided in the CV and/or motivation letter.

\* 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) Management and operation of estuarine and marine infrastructures included in the National Roadmap of Research Infrastructures of Strategic Interest - information provided in the CV and/or in the motivation letter;
- b) Knowledge and practice of techniques and programs for automatic data collection and ecological modelling - information provided in the CV and/or in the motivation letter;

- c) Scientific dissemination and extension activities in the scientific area of the call - information provided in the CV and/or in the motivation letter;
- d) Academic activities (advanced teaching and/or supervision of postgraduate students and/or evaluation panels) in the scientific area of the call - information provided in the CV and/or in the motivation letter;
- e) Cooperation with international teams - information provided in the CV and/or in the motivation letter;
- f) 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) [namely Chapters 2 and 3] available on <https://fciencias-id.pt/node/50>.

### IV. Workplace

The EILC to be hired (see Annex 3 of the FCIências.ID Systems document, available at <https://www.fciencias-id.pt/node/2>, for the full functional specification of this category) must have the scientific, technological and/or engineering experience to ensure the scientific value, technological evolution and innovation, operation as a distributed sensor system/network and operational management of the Portuguese Coastal Monitoring Network (CoastNet), an ESFRI infrastructure that includes MARE/ARNET.

This Workplace is therefore configured as a research position with a strong systemic, technological and engineering component, and whoever occupies it should be a peer of all users and other promoters, knowing their respective R&D themes and medium- and long-term scientific objectives and expanding the framework of scientific objectives that they can draw up based on the resources and evolution of the CoastNet network.

In this context, the Workplace includes at least the following functions (which will be subject to regular evaluation, in accordance with the FCIências.ID regulations for evaluating science and technology workers):

1. To evolve the infrastructure considering the natural and expected evolution of scientific and operational monitoring needs, and the technological development of the various subsystems;
2. Promote and guarantee funding channels for the maintenance, development and innovation costs required for an infrastructure that is expected to be certified;
3. Act in terms of the readiness and resilience of the sensor network and rapid access to information, including data collection, validation and processing;
4. Promote compliance with the infrastructure's achievement targets, namely in terms of publications produced and services provided;
5. Promote the use of the network among all CoastNet and MARE / ARNET members and potential external users, identifying and associating the most promising technological and engineering contributions;
6. To publicize the network nationally and internationally, ensuring its articulation with related networks, intercalibrations and dissemination of databases, namely the European DANUBIUS infrastructure, of which CoastNet is an integral part;
7. Design ways of technologically linking the network with other national or international initiatives relevant to the ocean, coastal waters and transitional and freshwater systems;
8. Ensure a maintenance philosophy that is ideally preventative, in conjunction with 3rd parties, perhaps synergistically with other activities;
9. Standardize products in accordance with possible international standards and best practices in R&D and systems and product engineering;

10. Ensure the inclusion of new users, train young scientists, engineers and technicians, and take part in dissemination actions organized within the framework of the infrastructure;
11. Actively participate in CoastNet's top management.

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

The members of the jury are:

- President - Ricardo Melo;
- 1<sup>st</sup> Member of the jury - José Manuel Rebordão;
- 2<sup>nd</sup> Member of the jury - Pedro Raposo de Almeida;
- 3<sup>rd</sup> Member of the jury - Maria João Bebianno;
- 4<sup>th</sup> Member of the jury - Graça Martinho;
- 1<sup>st</sup> Alternate Member of the jury - José Lino Costa;
- 2<sup>nd</sup> Alternate Member of the jury - Helena Adão.

## **VI. Place of work**

Work will be developed at the facilities of the Associate Laboratory ARNET: Aquatic Research Infrastructure Network (MARE), in its headquarters of da Faculdade de Ciências da Universidade de Lisboa, in Campo Grande, Lisboa, Portugal.

## **VII. Contract Duration**

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

## **VIII. Monthly Allowance**

The gross monthly salary to be attributed is 3.427,59 Euros, on an exclusive regime, corresponding to the position 1 of the category equivalent to Assistant Researcher 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.) - see FCIências.ID Systems, available at <https://www.fciencias-id.pt/node/2>, Annex 4

## **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, according to the evaluation criteria referred to in paragraph 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 or leadership in relevant scientific projects in scientific projects and participation in infrastructures included in the National Roadmap of Research Infrastructures of Strategic Interest (RNIE 2020, FCT) relevant to the area of specialty of the call - 35%;
  - b) Development and coordination of technologies or systems in the area of the call or in related areas; 20%;
  - c) Publications in journals of high scientific merit in the areas of specialty listed in point I - 35 %;
  - d) Letter of motivation including reference to the field of specialization including reflection on the suitability of the proposed R&D project for the job specified and appreciation of the usefulness of the development of systems for the purposes of training researchers and technicians - 10%;
  - 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, after the interview, if it has taken place, 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 16<sup>th</sup> of October 2024 to the 29<sup>th</sup> of October 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. 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.