

#4771

Public Notice - International Selection Procedure

Recruitment of a Specialist in Innovation with a PhD degree

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 ARNET/MARE/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 Specialist in Innovation with a PhD degree, equated to Assistant Researcher within the scope of the Associated Laboratory ARNET: Aquatic Research Infrastructure Network (Ref. LA/P/0069/2020 | DOI: <https://doi.org/10.54499/LA/P/0069/2020>), 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* Biology, Environmental Sciences or related areas, and fully comply with the following requirements:

- a) PhD granted more than 5 years ago (as of the opening of this selection process) and SCOPUS h-index equal to or greater than 12;
- b) Proven scientific and professional experience in sciences applied to the aquatic environment - information provided in the CV and validated by (co-)authorship of scientific articles published in international journals with scientific arbitration;
- c) Demonstrated scientific and professional experience in coastal and estuarine systems and aquaculture - information provided on the CV and validated by (co)authorship of scientific articles published in international journals with scientific arbitration;
- d) Previous demonstrated ability to attract competitive and other funding translated into leadership or participation in national or international scientific R&D projects in their area of specialization - information provided in the CV;
- e) Previous experience demonstrated in cooperation with national and international R&D teams - information provided in the CV.

* Please note that Degrees obtained in foreign countries need 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 at: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

II. Preferential Requirements

The candidate must also have demonstrated:

- a) Experience in managing R&D projects and actions, including multidisciplinary projects - information provided in the CV;
- b) Experience in advanced education activities, such as teaching and supervision at higher education level and professional training for the Blue Economy - information provided in the CV;
- c) Proficiency in Portuguese and English (written and spoken) - information provided in the CV.

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 Innovation Specialist (EINOV) to be recruited will increase the ARNET capacity to raise funds and carry out relevant research and to promote interdisciplinary work through participation in or leadership of research projects.

The position to be filled requires doctoral training and relevant professional experience to ensure that the EINOV hired is considered a “peer” and can interact and collaborate with the researchers and coordinators of the various thematic lines (TL) of the ARNET, with a thorough understanding of their scientific themes and application possibilities.

It is the EINOV responsibility to act autonomously within the national and international frameworks for R&D activity and to be responsible for generating positive results for the sustainability of the ARNET unit in SCIENCES, in a well-defined set of action markets receptive to the main scientific challenges, with particular emphasis on:

- (i) Decoding and projecting the needs and shortcomings of public policies (national and international) onto the Laboratory's capacities, with a view to meeting or overcoming them;
- (ii) Attracting external funding, creating alignments between societal needs and the scientific interests and capacities existing in the unit, optimizing all initiatives taken in this direction;
- (iii) Identifying and using opportunities to put the Laboratory's R&D results and resources at the service of public or private entities;
- (iv) Raising awareness among all researchers to identify how they can contribute to the sustainability of the SCIENCES unit and the ARNET Associated Laboratory as a whole.

Funding opportunities to be actively explored include calls for national and international projects (e.g. Mar2030, Portugal2030, INTERREG, LIFE, EU Horizon, EEA Grants, or others in the future), but also from the private sector, and should result in contracts with business organizations and/or public administration (e.g. regions, municipalities, APA, ICNF, DGRM, DGPM), aware that the unit of measurement (and evaluation of EINOV's activity) will be the value of its gross annual salary.

EINOV must also collaborate in postgraduate training actions and programs, and may also supervise the research work carried out by research fellows and trainees, particularly in areas relating to innovation and societal frameworks and valuations.

EINOV will focus mainly on the ARNET Thematic Lines TL1 - Novel Approaches in Aquatic Exploration and Monitoring and TL 3 – Assessment and Management of Environmental Risks in close collaboration with the Coordinator of the ARNET unit managed by FCIências.ID, and the Action Domains coordinators within the ARNET scientific organization. It should, however, look at its action theme in a comprehensive way, always aware of the totality of the commitments of FCIências.ID or the members of the LA, in these themes and in the frontier themes, maximizing opportunities and developing inter-institutional synergies, namely with other LAs in which FCIências.ID intervenes.

V. Composition of the Jury

The members of the jury are:

- President - Ricardo Melo;
- 1st Member of the jury – José Manuel Rebordão;
- 2nd Member of the jury – José Lino Costa;

- 3rd Member of the jury – Pedro Raposo de Almeida;
- 4th Member of the jury – Cláudia Pascoal;
- 1st Alternate Member of the jury – Romana Santos;
- 2nd Alternate Member of the jury – Luis Narciso.

VI. Place of work

Work will be developed at the facilities of the Associate Laboratory ARNET: Aquatic Research Infrastructure Network (MARE), in Campo Grande, Lisboa, Portugal.

VII. Contract Duration

The full-time indefinite term 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, 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.) - 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 the area of expertise of the contest - 35%;
 - b) Successful participation in the preparation of scientific project proposals submitted to international entities, bringing together public or private entities, establishing networks for contacts or establishing international research consortia - 30%.
 - c) Publications in journals of high scientific merit in the areas of specialty listed in point I - 15%;
 - d) Pedagogical, outreach and knowledge dissemination activities, namely in the context of promoting scientific practices, organizing courses, seminars and conferences to promote and disseminate the area of expertise of the competition - 5%;
 - e) Appreciation of the scientific project/plan - 15%;
 - f) Interview, if deemed necessary by the jury - 10%.

6. The jury may decide to interview the 3 best ranked candidates [in criteria a) to e) 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 e) will correspond to 10% of the final classification and the interview will correspond to 90%.
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. 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 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. 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 31st of October 2024 to the 15th of November 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. Up to five publications relevant for the objectives of the Workplace - *mandatory*;
 - iii. Submission of a research project/plan to be developed by the recruited Specialist within the framework of the ARNET Action Domains (available at: <https://arnet.pt/en/action-domains/>) – must be written in English 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 30th of October 2024.