

#5158

Public Notice - International Selection Procedure

PhD Scientific Researcher Recruitment (Assistant Researcher)

FCiências.ID/2025/DL57/cE3c/17

FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências, through its President of the Administration Board, 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 GANNETCONNECT: Assessment of the connectivity between Northern gannets *Morus bassanus* breeding in Scotland and bycaught in Portuguese waters (Ref. N/A), financed by International entities (Ossian Offshore Wind Farm Limited 2025), 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 degree* in Biology, Zoology or similar areas, have specialised skills and/or expertise in the field of Phylogeography and Population Genetics, and fully comply with the following requirements:

- a) The Ph.D degree must be obtained at least five years ago;
- b) More than five years of professional and/or academic experience after PhD conclusion, h-index equal or greater than 14 (Scopus ref) - information provided in the CV and/or in the motivation letter;
- c) Demonstrated scientific and/or professional experience in data collection in field and laboratory settings to apply to Phylogeography and Conservation Genetics, and Ecology of Seabirds, as shown by authorship and co-authorship of articles published in peer-reviewed journals - information provided in the CV and/or in the motivation letter;
- d) Demonstrated ability to obtain competitive funding as shown by leadership or participation as team member of national or international scientific projects in the scientific area of the contract - information provided in the CV and/or in the motivation letter;
- e) Scientific and/or professional experience in the field of Conservation Genetics, Molecular Ecology, Evolutionary Biology and Ornithology, including solid knowledge of sample collection from wild specimens, laboratory analyses for population genetics studies, bioinformatics and writing of scientific articles - information provided in the CV and/or in the motivation letter;
- f) The candidate must also have experience in statistical analysis of phylogeography and population genetics data, as well as in writing scientific articles - information provided in the CV and/or motivation letter;
- g) Proven scientific experience in the above-mentioned topics, demonstrated by the quality and number (minimum of 8) of scientific articles published in peer-reviewed scientific journals (WoS) in the last five years - information provided in the CV and/or in the 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 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 methodologies, languages and software applied to studies in Avian Population Genetics and Genomics - information provided in the CV and/or in the motivation letter;
- b) Experience of cooperation with international teams - information provided in the CV and/or in the motivation letter;

- c) Demonstrated experience in outreach activities in the scientific area(s) of this call for applications- information provided in the CV and/or in the motivation letter;
- d) Professional experience in academic activities, including teaching, advanced training of post-graduate students and juries in the scientific area of this call for applications - information provided in the CV and/or in the motivation letter;
- e) Proficiency in Portuguese and English (written and spoken) - information provided in the CV and/or in the motivation letter
- f) Formal accreditation to perform protocols in animal experimentation, including handling of wild birds, and handling of hazardous waste - information provided in the CV and/or in the motivation letter;
- g) R&D activities in Avian Genetics and Population Genomics - information provided in the CV and/or motivation letter;
- h) Scientific publications: scientific experience demonstrated by the number, areas and/or publications as 1st author in international scientific journals -- information provided in the CV and/or in the motivation letter;
- i) Proven experience in leadership or as team member in national and/or international scientific projects in the scientific areas of this call for applications - 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) Processing and sample collection of bycatch seabirds collected off the Portuguese coast;
- 2) Genomic and Stable Isotope Analysis of bycatch individuals and individuals from breeding populations;
- 3) Bioinformatic analysis of genomic data and Stable Isotopes and preparation of results for publication in peer-reviewed scientific journal and progress reports;
- 4) Participation in dissemination activities, communication and involvement of project agents.

The work plan follows tasks 1-9 discriminated in the project GANNETCONNECT.

V. Composition of the Jury

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

- President – Maria Ana Dias;
- 1st Member of the jury – Vítor Martins Conde e Sousa;
- 2nd Member of the jury – Inês Catry;
- 1st Alternate Member of the jury – Bruno Nevado;
- 2nd 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 January 2026, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 18 months, will not exceed the limits set in the RCD.

VIII. Monthly Allowance

The gross monthly salary to be attributed is 3.501,28 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.

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.
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) Leadership or participation in relevant scientific projects in the area - 40%;
 - b) Scientific publications in journals of high scientific merit in the fields of expertise listed in point I - 40%;
 - c) Pedagogical, extension and outreach of knowledge activities, in particular in the context of the promotion of scientific practices, organization of courses, seminars and conferences for promotion and dissemination in the area of the current application - 10%;
 - d) Motivation letter including reference to the area of expertise and the work plan to be developed - 5%;
 - e) Assessment of the selected publications relevant for the objectives of the Work Plan - 5%;
 - f) Interview, if deemed necessary by the jury - 10%
6. The jury may decide to interview the three 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 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 18th of December 2025 to the 8th of January 2026.
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.fcencias-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**) - original documents must be provided in case of actual recruitment - *mandatory*;
 - v. Digital copies of documents proving other scientific and professional qualifications (accreditation to perform protocols in animal experimentation) - *optional*;
 - 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 17th of December 2025.