

#5207

Public Notice - International Selection Procedure
PhD Scientific Researcher Recruitment (Initial Stage Researcher)
FCiências.ID/2026/DL57/cE3c/5

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 Initial Stage Researcher, of the FCiências.ID Scientific Research Career, within the scope of the project SUN4ALL: Smart sitting and management of Utility-scale photovoltaic facilities with Nature - producing renewable energy integrating biodiversity conservation, agricultural activities and provision of ecosystem services (Ref. 2023.17132.ICDT and DOI identifier <https://doi.org/10.54499/2023.17132.ICDT>), financed by Fundação para a Ciência e a Tecnologia, I.P./MECI through national funds, 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, Ecology or similar areas, have specialised skills and/or expertise in the field of Conservation Biology, and fully comply with the following requirements:

- a) The PhD degree must have been obtained at least 3 years ago;
- b) Proven experience in entomology, particularly in the ecology and conservation of pollinating insects – information provided in the CV and/or in the motivation letter;
- c) Experience in monitoring pollinating insects using different techniques, in particular pan traps and transects – information provided in the CV and/or in the motivation letter;
- d) Knowledge of the taxonomy of pollinators in Portugal and the ability to identify specimens collected in the laboratory – information provided in the CV and/or in the motivation letter;
- e) Proven previous professional and/or academic experience in project management – information provided in the CV and/or in the motivation letter;
- f) Proven scientific experience in the above-mentioned topics, demonstrated by the quality and number of scientific articles (minimum of 5) published in peer-reviewed scientific journals – 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) Accreditation to carry out insect captures in Portugal – information provided in the CV and/or in the motivation letter;
- b) Relevant scientific and/or professional training in Biology – information provided in the CV and/or in the motivation letter;
- c) Fluency in English is required. Knowledge of Portuguese will be considered an advantage – information provided in the CV and/or in the motivation letter;
- d) Experience participating in national and/or international scientific projects in the scientific areas of this call – 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 carried out includes the following tasks, according to “WP1 Empirical data” of the project:

- 1) Site selection and planning. Use GIS to identify potential solar facilities and grassland-type control areas. Validate the selected sites in the field, ensuring representativeness of different landscapes.
- 2) Coordination with owners and stakeholders. Contact owners of solar facilities to request access permission (8–10 facilities). Support the PI in networking activities.
- 3) Organisation of fieldwork. Plan and schedule fieldwork for April, May and June 2025 and 2026. Ensure that the dates coincide with periods of higher activity and detectability of target species.
- 4) Implementation of sampling transects. Define 5–10 transects per facility and control area, each 100–500 m long. Ensure coverage of different habitats within solar facilities and control areas.
- 5) Installation and maintenance of equipment. Install at least 1 Audiomoth per transect, active for 1 week. Ensure collection and organisation of all data in standardised datasheets.
- 6) Collection of biological data. Record plants and pollinators along transects. Identify and prepare insects for detailed analysis with specialists, if necessary.
- 7) Data management and storage. Ensure that all data are complete, organised and ready for analysis.
- 8) Support for analysis and interpretation. Assist in comparisons between control sites and solar facilities (richness, functional traits, beta-diversity).
- 9) Contribute to management and optimisation decisions for solar facilities aimed at biodiversity conservation.
- 10) Participation in dissemination, communication and stakeholder engagement activities of the project.

V. Composition of the Jury

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

- President – Fernando Ascensão;
- 1st Member of the jury – Hugo Rebelo;
- 2nd Member of the jury – Sergio Chozas;
- 1st Alternate Member of the jury – Adriana Príncipe;
- 2nd Alternate Member of the jury – Cristina Branquinho.

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 March 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, including an initial experimental trial period of 30 days.

VIII. Monthly Allowance

The gross monthly salary corresponds to 2.408,11 Euros, on an exclusive regime, which complies with one of the Levels of the Salary Table (NTS) for a Initial Stage Researcher, in step 1 level 33, equivalent to the same level of the Single Remuneratory Table, as approved by Government Order No. 1553-C/2008, of December 31st, in its current version, 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 75%) or exclusion (final classification below 75%) 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) Scientific publications in the area - 60%;
 - b) Participation in relevant scientific projects in the area of the call - 20%;
 - c) Pedagogical, extension and outreaching 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 call - 10%;
 - d) Assessment of the selected publications relevant for the objectives of the Work Plan - 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 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 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 10th of February 2026 to the 24nd of February 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.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 required academic degree (**PhD**) - original documents must be provided in case of actual recruitment - *mandatory*;
 - v.* Digital copies of documents proving other scientific and professional qualifications – *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 6th of February 2026.