

# 2720

## Public Notice - International Selection Procedure

### PhD Scientific Researcher Recruitment

FCiências.ID/2018/DL57/MARE/11

**FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências**, through its Chairman of the Board of Directors, hereby announces the opening of an international call for the recruitment of a scientific researcher with a PhD degree, within the scope of **Project ENVMETAGENOMICS** “eDNA: from rare species detection to whole-community diversity using high-throughput sequencing”, reference PTDC/BIA-CBI/31644/2017, in the form of an employment contract with an uncertain term, according to the Portuguese Labor Code and Decree-Law No. 57/2016, of August 29<sup>th</sup>, as amended by Law No. 57/2017, of July 19<sup>th</sup>, 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, Bioinformatics, Ecology and Evolution or akin areas, have specialized skills and/or expertise in the field of comparative genomics, transcriptomics (or associated fields), and fully comply with the following requirements:

- a) Demonstrated scientific and/or professional experience in the area of Bioinformatics or Computational Genomics.
- b) The candidate must also have experience in the analysis of next-generation sequencing data (genomics and/or transcriptomics), preferentially of eukaryotes, with expertise in bash, R and/or Python.
- c) Wet laboratory experience in molecular genetics will be considered a plus.

<sup>1</sup> Applicants with doctoral degrees obtained in foreign countries need, in accordance with Decree-Law No. 341/2007, of October 12<sup>th</sup>, as regulated by Government Order No. 227/2017, of July 25<sup>th</sup>, to be registered as holders of a doctoral degree, with all inherent entitlements. Applicants to whom, under the terms of Decree-Law No. 283/83, of June 21<sup>th</sup>, equivalence or recognition of the degree of Doctor has been granted are also valid. The presentation of the registration / recognition /equivalence certificate is mandatory for contract signature.

#### II. Applicable Law

1. Decree-Law No. 57/2016, of August 29<sup>th</sup>, in the wording conferred on it by Law No. 57/2017, of July 19<sup>th</sup> (RJEC), taking also into account the provisions of Regulatory Decree No. 11-A/2017, of December 29<sup>th</sup>;
2. Portuguese Labor Code, as approved by Law No. 7/2009, of February 12<sup>th</sup>, in its current version (CT);
3. Administrative Procedure Code, as published in Decree-Law No. 4/2015, of January 7<sup>th</sup>, in its current version (CPA).

#### III. Work Plan

**Summary:** Understanding natural communities and ecosystems, and the services they provide to humanity is highly dependent on knowledge about species composition and diversity through space and time. This is especially difficult in aquatic systems, where traditional census methods provide species compositions that are usually truncated since rare species tend to go undetected. Detection of rare species is important because they are either threatened, or an invasive at the earliest stage of invasion. One recent approach allowing detection of rare species uses environmental DNA (eDNA), present in water or soil, as traces of their existence. This study will combine traditional eDNA metabarcoding with

eDNA metagenomics to characterize fish communities in a Portuguese basin, the Tagus River, which is inhabited by several rare species including native and introduced. Additionally, the applicability of eDNA metagenomics for characterizing whole communities as well as calculating population genetic measures will be assessed by comparing its results against those produced by eDNA metabarcoding and the genetic diversity of populations estimated via traditional genetic screening of individual fish samples, respectively.

The successful candidate will participate in all tasks of the project, albeit with a larger emphasis on data analyses and manuscript preparation:

1. Fieldwork;
2. eDNA metabarcoding;
3. eDNA metagenomics;
4. Whole genome sequencing, assembly, annotation;
5. Population genetics/genomics;
6. Exhibition at the Natural History and Science Museum (MUHNAC).

#### **IV. Composition of the Jury**

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

- President – Prof. Ricardo Melo
- 1st Evaluator – Dr. Maria Judite Alves
- 2nd Evaluator – Dr. Ana Veríssimo
- 1st Alternate Evaluator – Dr. Filipe Ribeiro
- 2nd Alternate Evaluator – Prof. Hugo Gante

#### **V. Place of work**

Work will be developed at the facilities of Research Center MARE in Campo Grande, Lisbon, Portugal, and CIBIO – Research Center in Biodiversity and Genetic Resources, Vairão, Portugal, as determined for the best completion of the different tasks. There will be plenty of opportunities to interact with researchers at Indiana State University and the Norwegian Sequencing Centre.

#### **VI. Contract Duration**

The full-time employment contract with an uncertain term is expected to start on April 1, 2019, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 30 months, with a maximum duration of 6 years, including an initial experimental trial period of 30 days.

#### **VII. Monthly Allowance**

The gross monthly salary entitle is stipulated in clause 1 of article 5 of the Regulatory Decree No. 11-A/2017, of December 29<sup>th</sup>, corresponding to level 33 of the Consolidated Table of Allowances, as approved by Government Order No. 1553-C/2008, of December 31<sup>st</sup>, being 2,128.34 Euros, plus holiday and Christmas allowances, as well as food allowance, in value and conditions for workers with a legal relationship of employment under the Labor Code.

#### **VIII. 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 RJEC, the selection of the candidates approved in absolute merit will rely on the evaluation of their scientific and curricular achievements in the last five years, taking into consideration the quality and relevance of the scientific production, and the professional activity indicated as more relevant by the candidate, for the project.
3. The final classification of candidates is given on a scale of 0 to 100%.
4. Evaluation of the relative merit of candidates, will rely on the following criteria:
  - a) Participation in relevant scientific projects in the areas mentioned on 1 (Admission Requirements) – 30%;
  - b) Scientific publications in the areas mentioned on 1 – 40%;
  - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the areas mentioned on 1 – 10%;
  - d) Assessment of the motivation letter and reference letters provided by the candidate – 10%;
  - e) Interview, if deemed necessary by the jury – 10%.
5. The jury may decide to interview the three best ranked [in criteria a) to c) of paragraph 4)] candidates, for clarifications and improved explanations of curricular elements.
6. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
7. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
8. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
9. Hiring will be decided by the Chairman of the Board of Directors of FCIências.ID, based on the final jury recommendation.
10. 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.
11. With the notification referred to in paragraph 10, the hearing phase of interested parties referred to in Article 121 *et seq.* of the CPA will begin, and last for ten working days.
12. The possible pronouncement of the candidate in a prior hearing must be addressed to the President of the jury and submitted in writing to [fciencias.id@fciencias-id.pt](mailto:fciencias.id@fciencias-id.pt). The President of the jury will convene a jury's meeting to produce the final decision, within thirty working days.
13. Within five working days of the final jury decision, the Board of Directors Chairman of FCIências.ID will approve it and the candidates will be notified.
14. The communication between FCIências.ID 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 11 - 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.

#### **IX. 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, 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.

#### **X. Submission of Applications**

1. The present call will be open from January 21, 2019 to February 8, 2019.
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.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 – *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) and/or other scientific and professional qualifications – original documents must be provided in case of successful hiring – *mandatory*;
  - v. Two reference letters – *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 IX-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 paragraph 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 January 14th, 2019.