

# 3317

## Public Notice - International Selection Procedure

### PhD Scientific Researcher Recruitment

FCiências.ID/2020/DL57/cE3c/12

**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 the Research Program Contract for the Centre for Ecology, Evolution and Environmental Changes (cE3c), through programmatic funding (reference **UIDP/00329/2020**) funded by the Foundation for Science and Technology, I.P 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 19<sup>th</sup>.

#### 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 Biological Sciences or similar areas, have specialised skills and expertise in Population and Conservation Genetics, and fully comply with the following requirements:

- a) The PhD must have been granted at least five years ago;
- b) Proven experience in research studies linking conservation issues in threatened species (preferentially mammals) and population and evolutionary genetics;
- c) The candidate must also have:
  - A good list of publications in the field of Conservation Genetics and related disciplines, namely phylogeography, molecular ecology and systematics, and landscape genetics;
  - Experience with state-of-the-art data analysis and tools in population and conservation genetics, and in bioinformatic analysis of genomic data;
  - Experience in supervising graduate students in Conservation Genetics and related areas mentioned above;
  - Excellent proficiency in Portuguese and English (written and spoken).

<sup>1</sup> 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. 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 12<sup>th</sup>, in its current version (CT);
3. Regulatory Decree No. 11-A/2017, of December 29<sup>th</sup>;
4. 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

The objectives of the work plan are within the thematic Line TL2 of the strategic programme of cE3c: 'Evolutionary processes that shape biodiversity and adaptation to environmental changes'. TL2 combines theoretical and empirical approaches to: understand how populations adapt to their environment; characterize populations' current genetic differentiation; reconstruct the evolutionary

history of species. The preferred candidate will have experience and skills that can address these challenges, particularly in the issues mentioned in I. The applicant needs to provide a proposal of a work plan showing his(her) capacity and alignment with such goals.

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

The members of the jury are:

- President – Margarida Matos (cE3c, FCUL)
- 1st Member of the jury – Cristina Máguas (cE3c, FCUL)
- 2nd Member of the jury - Vitor Sousa (cE3c, FCUL)
- 1st Alternate Member of the jury – Sara Magalhães (cE3c, FCUL)
- 2nd Alternate Member of the jury – Octávio Paulo (cE3c, FCUL)

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

Work will be developed at the facilities of the Research Centre for Ecology, Evolution and Environmental Changes at the Faculty of Sciences of the University of Lisbon (FCUL, Campo Grande), Lisbon, Portugal.

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

The full-time employment contract with an uncertain term on an exclusive regime is expected to start on October 1<sup>st</sup> 2020, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 39 months, will not exceed the limits set in the CT.

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

The gross monthly salary corresponds to the position 1 of Assistant Researcher, being 3.201,39 €, as stipulated in article 15 of the RCD, 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.

#### **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 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 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) Scientific publications in the area - 20 %;
  - b) Participation in relevant scientific projects in the area -5%;
  - c) Pedagogical and outreach activities, particularly in the context of supervising and promoting scientific practices, teaching and organization of courses, seminars and conferences, in the area - 20 %;
  - d) Assessment of (up to five) publications provided by the candidate and considered relevant to the goals and requirements of the call - 10 %;
  - e) Motivation letter, including description of previous experience in areas related with the Centre's research in Evolutionary Genetics – 15%
  - f) Work plan (maximum 1 A4 page) with a brief outline of how the candidate's sees his(her) contribution to the goals of the Centre in the area of the call - 20%
  - g) Interview, if deemed necessary by the jury - 10%

5. The jury may decide to interview the five best ranked [in criteria a) to f) 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 Chairman of the Board of Directors 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 August 6<sup>th</sup> to August 21<sup>st</sup> 2020.
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 - *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 actual recruitment- *mandatory*;
  - v. Work plan
  - 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 5th of August of 2020.