

#3512 Public Notice - International Selection Procedure
PhD Scientific Researcher Recruitment (Assistant Researcher)
FCiências.ID/2021/DL57/cE3c/1

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, in the framework of the multiannual funding program contract of the **Centre for Ecology, Evolution and Environmental Changes (cE3c)**, Base funding (Ref. **UIDB/00329/2020**), funded by the Portuguese Science and Technology Foundation (FCT), 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 degree¹ in Biology or similar areas, have specialised skills and/or expertise on **information and database management concerning high nature value agro-forestry systems**, and fully comply with the following requirements:

- a) The PhD must have been granted at least 5 years ago;
- b) Scientific experience, demonstrated by publications in peer-reviewed scientific journals, in the topics of this call;
- c) Experience in the participation of national and/or international science projects in the scientific areas of this call;
- d) Experience in outreach activities in the scientific areas of this call;
- e) Experience in supervision of graduate students in the scientific areas of this call;
- f) The candidate must also have excellent proficiency in both Portuguese and English language (written and spoken).

¹ 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. 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).

III. Work Plan

The researcher's work plan is based on the objectives and description of the activities included in the Thematic Line 3 (high-nature-value agroforestry systems) of the Research Program Contract for the Centre for Ecology, Evolution and Environmental Changes (cE3c) (UIDB/00329/2020).

This thematic line is based on the United Nations and European Union Agendas that recognize the importance of the traditional agricultural and agro-forestry production systems of the Mediterranean region for the maintenance of biodiversity. The main goal is to promote research on these themes, on a long-term perspective, benefiting from the information previously assembled as the result of research carried out by cE3c members.

The specific objectives of the work plan are:

- i) Compilation, curation and analysis of the information generated by cE3c researchers on agro-forestry systems that have been addressed over their research, with an emphasis on cork-oak woodlands.
- ii) Evaluation and monitorization of ecosystem services of agro-forestry systems.
- iii) Leadership and collaboration on applications to calls that address the needs listed by the EU on the recently approved Green Deal, as well as by the EU Biodiversity Strategy for 2030.
- iv) Leadership and collaboration on scientific publications, post-graduate supervision and outreach activities in the scope of the call.
- v) Engagement and support to local and national stakeholders to promote solutions that reconcile production with conservation of natural value.

The work plan aims to fulfil the objectives of the base financing program contract (Ref. UIDB/00329/2020).

IV. Composition of the Jury

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

- President – Professor Doutor Rui Rebelo
- 1st Member of the jury – Professora Doutora Margarida Santos-Reis;
- 2nd Member of the jury – Doutor Tiago Capela Lourenço;
- 1st Alternate Member of the jury – Professor Doutor Paulo Borges;
- 2nd Alternate Member of the jury – Professora Doutora Margarida Matos.

V. Place of work

Work will be developed at the facilities of the Centre for Ecology, Evolution and Environmental Changes (cE3c), located in the Campus of the Faculty of Sciences – University of Lisbon, Campo Grande, Lisbon, and at the long term monitoring stations established under the scope of the LTSER Montado platform, particularly at the Field Station of Herdade da Ribeira Abaixo, Grândola, and at Companhia das Lezírias, Porto Alto.

VI. Contract Duration

The full-time indefinite duration fixed-term employment contract is expected to start on March 2021, and will last until the Work Plan referred to in section III is completed. It will have an expected duration of 34 months, will not exceed the limits set in the RCD, including an initial experimental trial period of 30 days.

VII. Monthly Allowance

The gross monthly salary corresponds to the position 1 of Assistant Researcher, being 3.201,39 Euros, on an exclusive regime, 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, taking into consideration the quality and relevance of the scientific production, and the professional activity indicated as more relevant by the candidate, for this call.
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 area - 35%;
 - b) Scientific publications in the area - 35%;
 - c) Pedagogical and outreach activities, in particular in the context of promoting scientific practices, organization of courses, seminars and conferences, in the area of the call- 15%;
 - d) Supervision of graduate students in the scientific areas of the call – 5%
 - e) Motivation letter - 10%;
 - f) Interview, if deemed necessary by the jury - 10%.
5. The jury may decide to interview the three best ranked candidates [in criteria a) to e) of paragraph 4)], 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%.
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 concursos@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 (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 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 2nd March 2021 to 15th March 2021.
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. 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 1st March 2021.