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Public Notice - International Selection Procedure

Recruitment of an Innovation Expert (EINOV)

Associated Laboratory Institute for Molecular Sciences (IMS), Reference LA/P/0056/2020, financed by *Fundação para a Ciência e a Tecnologia, I.P./MCTES*

FCiências.ID/2022/LA/IMS-CIÊNCIAS/1

FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências, through its Chairman of the Board of Directors, following the signature of the program-contract for the attribution of the statute and complementary funding to Associate Laboratories 2021-2025, hereby announces the opening of an international call for the recruitment of an Innovation Expert with a PhD degree, in the framework of the **Associated Laboratory Institute for Molecular Sciences (IMS), Reference LA/P/0056/2020**, financed by ***Fundação para a Ciência e a Tecnologia, I.P./MCTES***, in the form of an employment contract, on an exclusive regime, according to the Portuguese Labour Code and complementary legislation.

I. Admission Requirements

Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, provided they hold a doctoral degree¹ and fully comply with the following requirements:

- a) Three years of professional and/or academic experience after PhD completion;
- b) Proven experience in Science management;

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. Preferential Requirements

- a) Experience in preparing scientific project proposals submitted to international entities; establishment of international collaborative research networks;
- b) Experience in establishing cooperation between academia and industry;
- c) Experience in the area of innovation and knowledge valorization;
- d) Proficiency in Portuguese and English (written and spoken).

III. Applicable Law

1. Portuguese Labour Code, as approved by Law No. 7/2009, of February 12th, in its current version (CT);
2. Regulation of *Carreiras de Investigação Científica e de Gestão de Ciência e Tecnologia da FCiências.ID – Associação para a Investigação e Desenvolvimento de Ciências (Regulamento de Carreiras)* available on <https://fciencias-id.pt/node/50>.

IV. Workplace

The position to be provided requires doctoral training and relevant professional experience, to ensure that the candidate to be hired is considered as a “peer” and is able to interact with the researchers and coordinators of the various thematic lines (TLs) of the IMS, understanding well the respective scientific topics and application possibilities:

- MATsoft (Functional materials, soft matter and nanoscience);
- MEDlife (Medicinal, biological and biophysical chemistry for health);
- H2Oenv (Technologies for water, environment and energy);
- SYNcat (Synthesis, catalysis and chemical processes);
- CHEMfocus (Fundamentals and awareness)

The TLs, each in their own way, and the R&D units that make up the IMS face challenges that relate to the potential for using molecular tools, according to a strategy that typically involves the design, modeling and synthesis of new molecules and materials, with high application potential for solving societal problems, such as the clean environment, minimization of climate change, energy sustainability, circular economy and healthy living, always from the perspective of new chemical molecular systems and value chains that can be constituted around companies with a specificity labeled “chemical and pharmaceutical sciences and technologies”.

The innovation specialist to be hired will explore international funding programs and guide the IMS in identifying the best scientific and/or industrial partners, who can assist the insertion of new molecules, materials and analytical systems created by the IMS into value chains with high potential.

The innovation specialist to be hired will contribute to the scientific and architectural review of many funding proposals built by the IMS or will identify credible external experts who can contribute to funding proposals excellence, both formally and in terms of content, given the very demanding evaluation criteria.

The innovation specialist to be hired should help to build an internal structure for the IMS that efficiently operates and responds in all matters in which IMS intervenes, within the scope of the Internationalization and Funding Committee of the IMS.

V. Composition of the Jury

The members of the jury are:

- President - Fernando José Nunes Antunes (University of Lisbon, Faculty of Sciences, Associate Professor with Aggregation);
- 1st Member of the jury - Manuel Eduardo Minas da Piedade (University of Lisbon, Faculty of Sciences, Full Professor);
- 2nd Member of the jury - José Nuno Canongia Lopes (University of Lisbon, *Instituto Superior Técnico*, Full Professor);
- 1st Alternate Member of the jury - Filomena Elisabete Lopes Martins Elvas Leitão (University of Lisbon, Faculty of Sciences, Assistant Professor);
- 2nd Alternate Member of the jury - Maria Matilde Soares Duarte Marques (University of Lisbon, *Instituto Superior Técnico*, Full Professor).

VI. Place of work

Work will be developed at the facilities of the Associate Lab IMS - CIÊNCIAS in Campo Grande, Lisbon, Portugal.

VII. Contract Duration

The full-time indefinite term employment contract is expected to start in June 2022, including an initial experimental trial period of 180 days.

VIII. Monthly Allowance

The gross monthly salary is 3.230,21 Euros, corresponding to the position 1 of Innovation Expert, of the Science & Technology Management (CG&T) career of the FCIências.ID Regulation on the careers of Scientific Research and Science & Technology Management, 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.

There is also a variable remuneration component indexed to the success of funding applications capture for the IMS. Upon a positive opinion of the evaluation of the activities carried out, career progression is made possible in accordance with the Regulation of *Carreiras de Investigação Científica e de Gestão de Ciência e Tecnologia* of FCIências.ID (*Regulamento de Carreiras*).

IX. Evaluation of applications

1. Failure to comply with the Admission Requirements implies the non-admission of candidates in absolute merit.
2. 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.
3. Based on the assessment of the candidates' scientific and curricular background in the last 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 paragraph 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) Participation and success in the preparation of scientific project proposals submitted to international entities; establishment of contact networks; and, establishment of international research consortia – 90%
Or
establishment of cooperation between academia and industry; innovation and knowledge valorization of; and, establishment of contact networks – 90%
 - b) Appreciation of the references given by the candidate – 10%.
 - c) Interview, if deemed necessary by the jury, for clarifications and improved explanations of curricular elements - 10%.
6. The jury will interview the five best ranked candidates in criteria a) to b) 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 b) 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 evaluation results will be disclosed by email. 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 paragraph 10, the hearing phase of interested parties referred to in Article 121 *et seq.* of the Administrative Procedure Code (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 paragraph nr. 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.

X. 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.

XI. Submission of Applications

1. The present call will be open from April, 13th to May, 6th 2022.
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* - **CV may be provided in PDF format or through the [CIÊNCIAVITAE](#) system;**



- 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. 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*;
 - iv. Reference letters - *optional*;
 - 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 X-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 12 April 2022.