

Approved
5/3/2022
IB

ANNOUNCEMENT
INTERNATIONAL TENDER FOR THE RECRUITMENT OF A POST-DOCTORAL ASSISTANT RESEARCHER

1. Pursuant to the Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas approved by the Decree-Law 57/2016 of 29 August, with the wording given by Law 57/2017 of 19 July, and by order of the Rector of the Universidade do Algarve dated April 27th, authorisation has been given for the opening of an international tender to recruit one (1) post-doctoral researcher, for a position of Assistant Researcher for the exercise of activities of scientific research in the scientific area of Environmental Systems and Resources or related areas, for the Research Unit Centre for Marine and Environmental Research of Universidade do Algarve in the form of a fixed-term public service contract with a duration of three (3) years, automatically renewable for further periods of one year, up to a total duration not exceeding six (6) years.
2. The tender is open for a period of thirty-working days (30). The tender notice has been published on the BEP (Public Employment Exchange) under the URL www.bep.gov.pt, on Euraxess Portugal Portal at <https://www.euraxess.pt> and on the website of the Universidade do Algarve, at <https://www.uaalg.pt/procedimentos-concursals>.
3. Applicable legislation: Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19 July, which approves the Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas ("RJEC"); the General Law for Public Service Employment approved in the appendice to Law 35/2014 of 20 June ("LTFP"), in its current wording, Regulatory Decree n.º 11-A/2017 of 29th December and the Code of Administrative Procedure ("CPA").
4. Pursuant to article 16 of the RJEC, this tender does not require:
 - a) authorisation from the members of the Government responsible for the areas of taxation and Public Administration, specifically those made reference to in article 7, paragraph 3, of the General Law for Public Service Employment;
 - b) a favourable preliminary opinion from the members of the Government responsible for the areas of taxation and Public Administration, as made reference to in article 30, paragraph 5, of the General Law for Public Service Employment;
 - c) the recruitment procedure for workers undergoing retraining, as made reference to in article 265 of the General Law for Public Service Employment.
5. Pursuant to article 13 of the RJEC, the tender jury panel shall comprise the following members:

President: Maria João da Anunciação Franco Bebianno, Full Professor at the Center for Marine and Environmental Research

Effective members:
Amadeu Mortágua Velho da Maia Soares, Full Professor at the University of Aveiro
Alice Newton, Associate Professor with Aggregation at the University of Algarve

Substitute members:

Sara Raposo, Assistant Professor at the University of Algarve

Jaime Aníbal, Adjunct Professor at the University of Algarve

6. The recruited postdoctoral researcher will perform his/her duties at the Universidade do Algarve Gambelas campus in Faro, notwithstanding occasional situations in which he/she will be asked to perform the duties for which he/she was recruited at a different location.
7. Job responsibilities and duties: Research in the field of Environmental Systems and Resources, submission and management of research projects, international scientific publication, dissemination of research to the general public.
8. The postdoctoral researcher may be asked to teach 4 hours per week of curricular units within his/her area of expertise, up to a maximum of 90 hours per year.
9. The gross monthly salary to be paid shall be €3.230,21 (three thousand two hundred and thirty euros twenty one euro cents), under an exclusive dedication regime, in pursuant jointly to: article 15, paragraph 1, of the RJEC; and to Regulatory Decree 11-A/2017 of 29 December, and is based on the remuneration level of the category of auxiliary researcher, level 1, index 195, established in the Statute of the Scientific Research Career, approved by Decree-Law no. No. 124/99, of April 20, in its current wording.
10. This tender is open to Portuguese citizens, nationals of other countries and stateless persons who hold a doctoral degree in the scientific area of Biological Sciences and/or Earth and/or Marine and/or Environmental Sciences, Chemistry, Biotechnology, Process Engineering or related areas, with at least 5 years of experience, and holding a scientific and professional curriculum with a profile appropriate for the activity to be developed.

When the PhD has been awarded by a foreign higher education institution, it must comply with the rules established in the Portuguese legal regime for the recognition of foreign higher academic degrees, and the candidate must comply with the formalities required by law until the expiry date of the period allowed for the contract signature, under penalty of exclusion from the tender proceedings.
11. The requirements listed in article 17 of the LTFP are general requirements for applications.
12. The requirements set out in point 10 are special requirements, more specifically the successful candidate must:
 - 12.1 Scientific performance requirements:
 - 12.1.1 Have a high level of work experience in the area of environmental systems and resources, including the development of work in at least one of the following areas: assessment of the impact of climate change and global warming in different environments; deep-sea ecotoxicological risk assessment; environmental quality assessment and remediation; development of biological systems and sustainable resources for the production of bioproducts and energy. Demonstrate that in the area for which the tender was opened, it has an h-index equal to or greater than 10 obtained from the "Scopus Author ID".

12.1.2 Have a record of accomplishment that demonstrates the ability to apply the aforementioned knowledge to produce relevant results in the context of environmental systems and resources, proven through a solid set of scientific publications in the mentioned areas and the capture of funding for these research areas. Demonstrate the authorship or co-authorship of at least 15 (fifteen) internationally indexed publications verified in the "Scopus Author ID" in the disciplinary area for which the competition was opened.

12.1.3 Participation in scientific projects, preferably as Principal Investigator (PI) or institutional coordinator with competitive funding.

12.2 Pedagogical Capacity: Demonstrate having supervised or co-supervised PhD students and having supervised or co-supervised at least 2 (two) successfully completed Master's students.

12.3 Performance requirements in other relevant activities: Should, preferably, have held university management or research positions by appointment and/or election.

12.4 Demonstrate the ability to disseminate scientific knowledge in the scientific community and to the general public, through scientific and citizenship projects, as well as dissemination activities. It should have outreach activities including the organization of seminars, workshops and conferences and/or invitation to program or conference committees or editorial boards of high-quality journals.

13. Pursuant to article 5 of the RJEC, selection will be based on the assessment of the scientific and curricular background of each applicant.

14. The evaluation of the scientific and curricular background of each applicant will focus on relevance, quality and topicality of:

- a) scientific, technological, cultural or artistic production in the last five years considered as most relevant by the applicant;
- b) research activities, applied or based in practice, conducted in the last five years and considered as being most impactful by the applicant;
- c) activities to expand and disseminate knowledge carried out in the last five years, specifically in the context of the promotion of culture and scientific practices, considered as most relevant by the applicant;
- d) management activities related to science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological or higher education system in Portugal or abroad.
- e) The work plan to be presented by the candidate.

15. The five-year period mentioned in the previous point may be increased by the panel, at the applicant's request, if the said applicant has suspended his/her scientific activity for reasons such as maternity/paternity leave, prolonged serious illness and other situations of legally-provided-for unavailability to work

16. The assessment criteria defined by the panel in the minutes of the meeting held on May 5th, pursuant to point 14, are:

- a) The scientific, technological and cultural production in the last 5 years considered most relevant by the applicant (40 points)
Quality and quantity of scientific production in the disciplinary area of the call

(publishing activity, books, book chapters, publications in journals and conference proceedings, communications in posters and workshops, technical reports, technological prototypes) expressed by the number and type of internationally indexed publications by public indices of recognized reputation (SCImago/Scopus and Web of Science), by the quality of the publication and by the recognition given to it by the scientific community (translated in the citations and references made to them by other authors);

- b) The applied research or practice-based activities developed in the last five years and considered of highest impact by the applicant (25 points)

Quality and quantity of scientific projects financed on a competitive basis by public funds, through national or international agencies, in which he/she participated in the disciplinary area of the competition and the results obtained in them, giving relevance to the coordination of projects. In assessing the quality, consideration must be given to the financing obtained, the degree of demand and the competitiveness of the tender;

- c) The extension and knowledge dissemination activities in the last five years, specifically in the context of promotion of scientific culture and practice considered more relevant by the applicant (10 points)

Coordination and participation in scientific, cultural and technological dissemination initiatives (e.g. seminars or lectures aimed at non-specialized audiences, participation in panel discussions, publication of dissemination articles) relevant to the mission of the Center for Marine and Environmental Research from the University of Algarve. Activities such as guidance for students of different levels of education should also be contemplated;

- d) -Science, technology and Innovation management activities, or experience in the observation and monitoring of the scientific and technological system, or the higher education system in Portugal or abroad (5 point)

Performance of academic or research management positions and functions, measured by participation in university management bodies or coordination of research units or coordination of functional teaching units, or other similar positions in the national or international scientific and technological system, relevant to the mission of the Center for Marine and Environmental Research. Performance of management positions and functions within the scope of national or international institutions of a scientific, technological or social nature, relevant to the mission of the Center for Marine and Environmental Research of the University of Algarve.

- e) The work plan to be presented by the candidate. (20 points)

The work plan will be evaluated by the clarity and quality of the text presented, the timeliness of the content and other complementary elements, considered relevant to the strategic objectives of CIMA, with special attention to the potential contribution to the development of the scientific areas of the call and the way in which its implementation will be managed, in terms of resources and results

Candidates who have scored below 70 values are excluded from the tender procedure.

17. During a second stage of the evaluation process, the panel may, if it deems appropriate, interview the 3 top-scoring/short-listed applicants for the sole purpose of clarifying

aspects related to their research findings to better assess how suited they are for the job.

18. The evaluation of the interview is expressed on a numerical scale from 0 to 20, with a rating up to the tenth, with the classification of each candidate being obtained equally by the average of the scores attributed by each member of the jury.
19. The final scoring for each applicant will be presented on a scale of 0-20, calculated to tenths of a point.

Final scoring (if there are interviews): the final scoring and consequent rank order of the applicants will be calculated using the formula below and will be expressed on a scale of 0-20:

$$FS = ASCP (90\%) + I (10\%)$$

Where:

FS = Final Score;

ASCP = Assessment of Scientific and Curricular Background;

I = Interview.

If there is a tie, the President of the panel shall have the casting vote.

20. The panel decide by means of a substantiated roll-call vote based on the selection criteria adopted and advertised; abstentions are not permitted.
21. Minutes will be drawn up of each meeting of the panel, with a summary of each meeting's proceedings and the vote cast by each member along with their justification. The applicants will be given access to the minutes whenever they request them.
22. Once the selection criteria have been applied, the panel will draw up an ordered list of the approved applicants and their respective scores.
23. The panel's final decision will be ratified by the Rector of the Universidade do Algarve, who also has the final say on the recruitment.
24. Applications must be formalised by means of a request form provided for the purpose at the Universidade do Algarve's website (<https://www.ualg.pt/en/tender-procedures>), addressed to the Rector of the Universidade do Algarve and delivered exclusively by email to the address srhconcurso@ualg.pt until 11.59pm of the last day of the tender application period.
25. Applications must contain the following: the identification of this job announcement; the applicant's full name, his/her parents' names, the number of their identity document (citizen's card, identity card or equivalent document for non-Portuguese applicants, or passport; the expiry date of the document must be stated); taxpayer number; date and place of birth; marital status; occupation; subject field of their doctoral degree and the date of conclusion; address; telephone number; and e-mail address. Applicants must also give their consent to any communication or notifications within the scope of this tender sent by e-mail.
26. Applications must be accompanied by documentary evidence of the conditions provided for in points 12 and 14 for admission to the tender, in digital/electronic format, i.e.
 - a) A copy of the applicant's doctoral certificate or diploma;

- b) A cover letter highlighting the most significant scientific activities and contributions over the last five years (maximum of 3,000 characters including spaces) pursuant to article 5(2) of the RJEC; a list and copies of three to five published articles considered by the applicant to be representative or most impactful in the subject field (in English);
 - c) A detailed curriculum vitae containing information about the applicant's scientific and curricular background, organised according to the established assessment criteria (in English);
 - d) Work plan for the next 3 years, in articulation with the strategic objectives of CIMA, containing State of the Art, Methods, Research Plan, Expected Results, Dissemination Plan (Maximum of 10,000 characters including spaces);
 - e) Other relevant documents for the assessment of the applicant's qualifications in the appropriate subject field (if applicable);
 - f) Other documents which the applicant considers relevant for the appreciation of their application (if applicable);
27. Applications submitted after the closing date stipulated in point 2, as well as those which fail to adhere to all of the formalities or do not contain the required evidence of eligibility, will be rejected.
28. False statements made by the applicant will be punished pursuant to the applicable legislation. Should there be any doubts about the veracity of any statement, the panel may require the applicant to submit further documentary evidence should it deems necessary.
29. Details of meeting/interview dates and times for the purposes of selection will be sent by e-mail with acknowledgement of receipt.
30. The list of admitted and rejected applicants, as well as the final ranking, will be affixed at the Universidade do Algarve's Human Resources Department and published on the University's website, applicants will also be sent this information by e-mail with acknowledgement of receipt.
31. Pursuant to article 121 of the CPA, applicants will be notified of the exclusion decision and of the final classification list draft and will be granted a period of 10 working days to proceed with a preliminary hearing, by which they can, if they so wish, say whatever they deem appropriate.
32. This tender is intended solely for the purpose of filling the indicated positions. It may be cancelled up until the final ordered list of applicants is ratified, and it will expire once the positions in question have been filled.
33. The Universidade do Algarve actively promotes a policy of non-discrimination and equal access. Consequently, no applicant may be privileged, benefited, impaired or denied any right or exempted from any duty because of, specifically, their ancestry, age, gender, sexual orientation, marital status, family circumstances, financial circumstances, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, country of origin, native language, religion, political or ideological beliefs or union membership.

34. Pursuant to Decree-Law 29/2001 of 3 February, disabled applicants take precedence in the event of a tie, the said precedence prevailing over any other legal precedence. On their application form, disabled applicants must state, upon their honour, the degree of their incapacity, the type of disability and the means of communication or expression to be used in the selection process.
35. The Universidade do Algarve states, for the purposes of no. 5 of article 6 of the RIEC, that it does not assume any commitment to consider that it is in its strategic interest to open tender procedures for a scientific research career job or for a teaching career job in higher education.
36. The panel approved this announcement at the meeting held on May 5th 2022.
37. Pursuant to Decree-Law No. 29/2001 of 3 February, candidates with disabilities have preference in terms of equal classification, which prevails over any other legal preference. Candidates must declare in the application, under oath of honor, the respective degree of disability, the type of disability and the means of communication or expression to be used in the selection process

..... 2022 - The Rector, Paulo Águas.