

ANNOUNCEMENT

INTERNATIONAL TENDER FOR THE RECRUITMENT OF A POST-DOCTORAL ASSOCIATE 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 Vice-rector Alexandra Teodósio for the rector of the Universidade do Algarve dated September 29th, 2022, authorisation has been given for the opening of an international tender to recruit one (1) post-doctoral senior level researcher (equivalent to those of Principal Researcher) for the exercise of activities of scientific research in the scientific area of Archaeology or related areas, subarea of Early Stone Age/Lower Paleolithic, for the Interdisciplinary Center for Archaeology and Evolution of Human Behaviour (ICArEHB) 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 (30) business days. 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.ualg.pt/procedimentos-concursais>.
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 appendix 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) authorization from the members of the Government responsible for the areas of taxation and Public Administration, specifically those referred 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 referred to in article 30, paragraph 5, of the General Law for Public Service Employment;
 - c) the recruitment procedure for workers undergoing retraining, as referred 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: Doutora Vera Lúcia Dias Aldeias, Investigadora Principal da Universidade do Algarve

Effective members:

Prof. Doutor Nuno Gonçalo Viana Pereira Ferreira Bicho, Professor Catedrático da Universidade do Algarve

Doutora Rosalind Emma Gillis, Investigadora Principal do Instituto Arqueológico Alemão

Substitute members:

Prof. Doutor Jonathan Haws, Professor Catedrático da Universidade de Louisville
Doutor Erich Christopher Fisher, Investigador Principal da Universidade do 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: theoretical or applied research in the scientific area, development of field research, coordination of research projects within ICArEHB.
8. The postdoctoral researcher may be asked to teach 4 hours per week of curricular units within his/her area of expertise.
9. The gross monthly salary to be paid shall be €3 644,34 (three thousand six hundred and forty-four euros and thirty-four cents) pursuant jointly to: article 15, paragraph 1, of the RJEC; and to Regulatory Decree 11-A/2017 of 29 December, corresponding to level 61 on the Single Salary Scale approved by Ordinance 1553-C/2008 of 31 December.
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 Archaeology or related areas and to holders of 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 have:
 - a) international postdoctoral experience in the Prehistoric Archaeology, preferentially in Early Stone Age/Lower Paleolithic and possibly with experience in computational and modeling approaches;
 - b) experience in the direction of fieldwork and projects;
 - c) excellent knowledge of English (oral and written).
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, preferably in the last five years, 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 programs, or experience in observing and monitoring the scientific and technological or higher education system in Portugal or abroad.
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 September 30th, pursuant to point 14, are:
- a. The scientific, technological and cultural production in the last 5 years considered most relevant by the applicant (11 points) and it should be considered the work relevant for the specific research areas mentioned above, and illustrated by the number and type of publications (books, papers in international peer-reviewed journals, other types of publications, and presentations in congresses), as well as elements showing the recognition of the candidate by his/her peers, as based on the quality of the journals and publishers and on citation indexes;
 - b. The applied research or practice-based activities developed in the last five years and considered of highest impact by the applicant (6 points), and research projects should specifically be considered, including national as well as international submissions, both funded or not, and the implementation of funded research projects;
 - 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 (2 points), and it should be considered for evaluation, among others, the supervision of students at different academic levels; participation in actions dealing with the scientific and technological outreach within the scientific community (e.g., organization of scientific meetings and symposia) and to the general public; publications of popular science, talks, presentations and seminars for the greater public;
 - 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 (1 points).
17. Candidates who have scored below 15 points are excluded from the tender procedure.
18. During the second stage of the evaluation process, the panel may interview the candidates to resolve specific questions about each one of the above criteria.
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 decides 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 formalized 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:
 - a) by email to the address srhcurso@ualg.pt until 11.59 pm of the last day of the tender application period; or
 - b) by registered post with proof of receipt to the Reitor da Universidade do Algarve, Campus da Penha, 8005-139 Faro, postmarked on or before the tender closing date; or
 - c) in person to the University's General Office ("Expediente Geral") on the lower floor of the Administration Building at the Penha Campus in Faro from 9.00 am-12.30 pm or from 2.00 pm - 5.30 pm until 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 10 and 12 for admission to the tender, i.e.
 - a) A copy of the applicant's doctoral certificate or diploma one copy in electronic format and printed copy, if delivery by registered post or in person);
 - 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) one copy in electronic format and printed copy, if delivery by registered post or in person);

- c) A detailed curriculum vitae containing information about the applicant's scientific and curricular background, organised according to the established assessment criteria (in English) one copy in electronic format and printed copy, if delivery by registered post or in person);
 - d) Other relevant documents for the assessment of the applicant's qualifications in the appropriate subject field (if applicable, a copy in electronic format);
 - e) Other documents which the applicant considers relevant for the appreciation of their application (if applicable, a copy in electronic format);
27. Applications submitted after the closing date stipulated in point 2, as well as those which fail to adhere to all 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 honor, 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 RJEC, 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 September 30th, 2022.

4th october 2022 - The Vice Rector, Alexandra Teodósio.