

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 Rector of the Universidade do Algarve dated 22nd November 2021, authorisation has been given for the opening of an international tender to recruit one (1) post-doctoral initial level researcher to perform duties in the scientific area of Earth and Environmental Sciences or related areas, within the project “Reduce atmospheric carbon by alkalinity enhancement in intertidal environments: Potential and impacts (RECAP)”, PTDC/CTA-CLI/1065/2021, at the Centre for Marine and Environmental Research (CIMA) of Universidade do Algarve, in the form of a fixed-term public service contract.
2. The employment contract has a duration of three (3) years, automatically renewable for further periods of one (1) year, up to a total duration of six (6) years, unless, without prejudice for other grounds for termination or extinction covered by the law, the institution's scientific body proposes to terminate the contract, which must be notified to the interested party within 90 days before the expiry date of the initial contract or of the renewal, based on an unfavourable evaluation of the work developed by the post-doctoral researcher, carried out under the terms of the regulation to be approved, being decisive, in addition to other tasks, the promotion and obtaining of sources of external funds to guarantee future research in the area for which he or she was hired.
3. The tender is open for a period of 25 (twenty-five) business days. The tender notice has been published on the BEP (Public Employment Exchange) under the URL www.bep.gov.pt, on the website of the FCT, IP (Foundation for Science and Technology), at www.euraxess.pt, and on the website of the Universidade do Algarve, at www.ualg.pt/procedimentos-concursais.
4. 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”).
5. Pursuant to article 16 of Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19 July, 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.
6. Pursuant to article 13 of the RJE, the tender jury panel shall comprise the following members:

President: Isabel Maria de Paiva Pinto Mendes, Researcher, Centre for Marine and Environmental Research (CIMA), Universidade do Algarve.

Effective members:

Alexandra Maria Francisco Cravo, Assistant Professor, Universidade do Algarve;
Patricia Grasse, Researcher at German Centre for Integrative Biodiversity Research (iDiv) Halle-Jena-Leipzig.

Substitute members:

Óscar Manuel Fernandes Cerveira Ferreira, Associate Professor, Universidade do Algarve;

Ana Isabel de Sousa Horta Dias Gomes, Researcher at the Interdisciplinary Center for Archaeology and Evolution of Human Behaviour, University of Algarve.

7. 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.
8. Job responsibilities and duties: involvement in all the tasks within the project “Reduce atmospheric carbon by alkalinity enhancement in intertidal environments: Potential and impacts”. The tasks include organizing and conducting fieldwork campaigns, analyses of environmental parameters and biological communities, data integration and results dissemination.
9. The postdoctoral researcher may be asked to teach 4 hours per week of curricular units within his/her area of expertise.
10. The gross monthly salary to be paid shall be €2,134.73 (two thousand one hundred and thirty four euros and seventy-three euro cents) pursuant jointly to: article 15, paragraph 1, of Decree-Law 57/2016 of 29 August, with the amendments introduced by Law 57/2017 of 19 July; and to Regulatory Decree 11-A/2017 of 29 December, corresponding to level 33 on the Single Salary Scale approved by Ordinance 1553-C/2008 of 31 December.
11. This tender is open to Portuguese citizens, nationals of other countries and stateless persons who hold a doctoral degree in the scientific area of Earth and Environmental Sciences, or Marine Sciences 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.

12. The requirements listed in article 17 of the LTFP are general requirements for applications.
13. The requirements set out in point 11 are special requirements, more specifically the successful candidate must:
 - a) Have marine biogeochemical background, and experience in organizing fieldwork campaigns and data collection;
 - b) Have, a multidisciplinary background and/or experience in multiproxy approaches integrating chemical, biological and sedimentological methods, preferentially, with background in carbon cycle, and alkalinity and/or micropaleontology (benthic foraminifera);
 - c) Have the ability to apply the aforementioned knowledge to produce and publish relevant scientific results and develop or maintain collaborations with research groups (national/international);
 - d) Have an excellent knowledge of English (oral and written).
14. Pursuant to article 5 of the RJEC, selection will be based on the assessment of the scientific and curricular background of each applicant.
15. 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.
16. 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
17. The assessment criteria defined by the panel in the minutes of the meeting held on the 24th of November, 2021, pursuant to point 15, are:
 - a) The scientific, technological and cultural production in the last 5 years considered most relevant by the applicant (15 points)
Particular consideration should be given to the relevance in the area and in the specific topics, in which the call is open, expressed by the number and type of publications, and by the recognition that is attributed by the scientific community. The topics and the research competences should be demonstrated throughout the curriculum, in view of the experience requested in the call;

- b) The applied research or practice based activities developed in the last five years and considered of highest impact by the applicant (2 points)

Should consider the application (approved and non-approved) for funding, the participation in scientific projects, in the area for which the position is open, financed on a competitive basis by public funds, through national or international agencies, or financed by companies.

- 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)

Should consider, among others, dissemination activities, the supervision of students of different educational levels, participation in scientific and technological dissemination initiatives with the scientific community and for different audiences, and presentation of lectures and seminars for the general 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 point)

Should consider the contribute on management activities in projects or research units, participation at judging and evaluation panels, editorial activities and others.

18. Candidates who have scored below 9.5 points are excluded from the tender procedure.
19. During a second stage of the evaluation process, the panel may, if it deems appropriate, interview the 5 top-scoring/short-listed applicants for the sole purpose of clarifying aspects related to their research findings in order to better assess how suited they are for the job.
20. The final scoring for each applicant will be presented on a scale of 0-20, calculated to hundredths 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.

21. The panel decide by means of a substantiated roll-call vote based on the selection criteria adopted and advertised; abstentions are not permitted.
22. 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.
23. Once the selection criteria have been applied, the panel will draw up an ordered list of the approved applicants and their respective scores.

24. 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.
25. 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/procedimentos-concursais>), addressed to the Rector of the Universidade do Algarve and delivered:
- a) by email to the address srhconcurso@ualg.pt until 11.59pm 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.
26. 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.
27. Applications must be accompanied by documentary evidence of the conditions provided for in points 11 and 13 for admission to the tender, i.e.
- a) A copy of the applicant's doctoral certificate or diploma (one printed copy and one copy in electronic format, 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 printed copy and one copy in electronic format, 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 printed copy and one copy in electronic format, 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);
28. Applications submitted after the closing date stipulated in point 3, 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.
29. 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.

30. Details of meeting/interview dates and times for the purposes of selection will be sent by e-mail with acknowledgement of receipt.
31. 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.
32. 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.
33. 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.
34. 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.
35. The panel approved this announcement at the meeting held on the 24th of November 2021.
36. 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.
37. 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.

November 24th, 2021- The Rector, Paulo Águas.