

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 University of Algarve dated 3rd March 2023, 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 Research Unit Centre for Marine and Environmental Research of University of Algarve, within the scope of the ARNET Associated Laboratory (LA/P/0069/2020) 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 internal regulation, 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 30 (thirty) 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.ptat> and on the website of the University of Algarve, at <https://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 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").
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 RJEC, the tender jury panel shall comprise the following members:

President: Doctor, Maria João da Anunciação Franco Bebianno, Full Professor Jubilee from the Universidade do Algarve;

Effective jury members:

1.º jury member: Doctor, Fernanda Maria Fraga Mimoso Gouveia Cássio, Full Professor from the University of Minho;

2.º jury member: Doctor, Pedro Raposo de Almeida, Full Professor from the University of Évora;

3.º jury member: Doctor Flávio Augusto Bastos da Cruz Martins, Associate Professor from the University of Algarve;

4.º jury member: Doctor, Sara Isabel Cacheira Raposo, Assistant Professor from the University of Algarve;

5.º jury member: Doctor, Óscar Manuel Fernandes Cerveira Ferreira, Associate Professor with Habilitation from the University of Algarve;

Substitute jury members:

1.º jury member: Doctor Filomena Maria Coelho Guerra da Fonseca, Assistant Professor from the University of Algarve;

2.º jury member Doctor Jaime Aníbal, Assistant Professor from the University of Algarve.

7. The recruited postdoctoral researcher will perform his/her duties at the Centre for Marine and Environmental Research of the University of 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: Research and participation in public policies for monitoring and exploration of the ocean, assessment and management of environmental risks, biotechnology and nature-based solutions for the blue economy. Liaison between CIMA and the Associated Laboratory ARNET, submission and management of research projects, international scientific publication and dissemination of research to the general public.
9. The postdoctoral researcher may be asked to teach until 4 hours per week of curricular units within his/her area of expertise not exceeding 90 hours per year.
10. The gross monthly salary to be paid shall be €2.206,05 (two thousand two hundred and six euros and five 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 persons who hold a doctoral degree in the scientific area of Marine, Earth or Environmental Sciences, Chemistry and/or Biological Sciences, Biotechnology, oceanography 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) Scientific performance requirements:
Have previous experience in one of the following areas:
 - (i) ocean monitoring and exploration,
 - (ii) environmental risk assessment and management,
 - (iii) biotechnology and nature-based solutions for the blue economy.
 - b) Demonstrate having authorship or co-authorship of at least one indexed publication, per year, after completing the PhD degree, internationally verified in the “Scopus Author ID” in the disciplinary area, or similar, for which the call was opened.
 - c) Participation in scientific projects and/or public policies, as a Researcher.
 - d) Demonstrate a propensity to disseminate scientific knowledge in the scientific community and to the general public, through scientific projects and citizenship, as well as dissemination activities.
 - e) Have 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 6th March, pursuant to point 15, are:
 - a) The scientific, technological and cultural production in the last 5 years considered

most relevant by the applicant (10 points)

It will be considered, particularly, 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 the recognition given to them by the scientific community;

- b) Research activities and/or public policies developed in the last five years and considered to have the greatest impact by the applicant (5 points)

It will be considered the participation in scientific projects and/or public policies, as well as the quality of the scientific projects in which the candidate participated, in the area in which the call 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 (3 points)

Among other dissemination activities, will be considered the guidance of students of different levels of education, participation at public policies and scientific and technological dissemination initiatives within the scientific community and for different audiences, presentation of lectures and seminars aimed at the public in general;

- 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 (2 points)

Will be considered the activities that fit into ARNET's strategic objectives and experience in the ability to liaise between different national and foreign research groups.

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 3 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 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.

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 University of 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 University of Algarve's website (<https://www.ualg.pt/en/tender-procedures>), addressed to the Rector of the University of 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;
 - 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) Other relevant documents for the assessment of the applicant's qualifications in the appropriate subject field;
 - e) Other documents which the applicant considers relevant for the appreciation of their application;
 - f) Declaration, under oath, to join the ARNET Associated Laboratory through CIMA in case of hiring

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 University of 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 06th March 2023.
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 University of 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.

March 10, 2023. — The Rector, *Paulo Águas*