



## Portugal



# International tender for the position of Assistant Professor, in the subject area of Biotechnology, scientific area of Molecular and Cellular Biology of the Faculty of Science and Technology of the University of Algarve

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6 Feb 2024

## Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Science and Technology
Research Field	Other
Researcher Profile	Recognised Researcher (R2)
Country	Portugal
Application Deadline	15 Mar 2024 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	5 Feb 2024
	Not funded by an EU programme

**Is the job funded through the EU  
Research Framework  
Programme?**

**Reference Number** Edital n.º 209/2024

**Is the Job related to staff position  
within a Research Infrastructure?** No

## Offer Description

### PUBLIC ANNOUNCEMENT

International tender for the position of Assistant Professor, in the subject area of Biotechnology, scientific area of Molecular and Cellular Biology of the Faculty of Science and Technology of the University of Algarve

By ordinance dated October 24, 2023 issued by the Rector of the University of Algarve, an international tender has been opened for the position of Assistant Professor in the subject area of Molecular and Cellular Biology, scientific area of Microbiology, at the Faculty of Science and Technology of the University of Algarve. The tender will be open, for a period of 30 working days, starting from the working day immediately following the publication of this announcement in the Diário da República (the Official Portuguese Gazette).

This tender is governed by the provisions of Articles 37 to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (Career Statutes for University Teachers, forthwith referred to as ECDU), in its current version, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on 9 June 2010.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days, after its publication in the Diário da República, as decreed by Law no. 78/2003, of 23 April, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both Portuguese and English, in accordance with Article 62-A, paragraph 1 of the ECDU, in its current version.

The purpose of this tender is to fill one (1) position, in the form of a non-fixed-term contract as a government employee, in accordance with Article 25 of ECDU. The tender will end once the position has been filled.

The rector is authorized under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, to cancel the tender in the event of extenuating circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations, actively promotes a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

#### I - Admission requirements

##### 1 - Admission requirements

a) Applicants must hold a doctoral degree in Biological Sciences or related areas, in a speciality considered appropriate for the disciplinary and scientific area in which the tender has been

opened, as foreseen in Article 41-A of the ECDU,

i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August and other applicable legislation.

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

b) Applicants must be fluent in Portuguese language, both spoken and written.

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature.

c) Meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU.

2 - Applicants will be excluded from the tender procedure if they:

i) Do not hold a doctoral degree in Biological Sciences or related areas, in a speciality considered as appropriate for the scientific and disciplinary area in which the tender has been opened, in accordance with Article 41-A of ECDU.

(ii) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

iii) Do not submit the required documents stipulated in the Public Notice within the designated deadline.

3 - The selection committee will notify the excluded applicants, by e-mail with receipt of delivery, for the purpose of prior hearing.

II – Admission requirements in absolute merit and their assessment:

1 - Acceptance of applicants on the basis of absolute merit will cumulatively depend upon:

a) Possession of a curriculum that the jury considers to be of scientific merit and demonstrates research capacity compatible with the scientific and disciplinary area and category for which the tender is open.

b) The applicant is the author or co-author of at least five (5) scientific texts in the last five (5) years, in the form of articles, scientific books or book chapters, with scientific arbitration, relevant to the disciplinary area which the tender is open;

c) The applicant should have proven experience in Molecular and Cellular Biology.

2 – A vote against admission in the terms of absolute merit must be based on the non-observance of one or more of the criteria indicated in the preceding section.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision and shall then proceed to vote on each of the proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions are allowed.

4 - An application will be rejected on absolute merit if a majority vote in favour of this is taken by the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of their exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

### III — Application instructions

1 – The application must be submitted by means of a request addressed to the Rector of the University of Algarve, available on the website of the University <https://www.uaig.pt/procedimentos-concursais> . It may be submitted:

a) In person to the Human Resources Department on floor 0 of the Library Building at the Penha Campus of the University of Algarve in Faro; or

b) By registered mail, posted no later than the deadline for submitting applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro, Portugal.

2- The application for admission to the tender, dated and signed, must include the following documents, in Portuguese:

a) Photocopy or scan in PDF format of a valid identification document at the date of application;

b) A photocopy (PDF format) of a certificate proving the applicant holds a doctoral degree, in an appropriate speciality for the tender;

c) One (1) paper copy and one (1) copy in PDF format of the applicant's curriculum vitae, duly signed and dated, including scientific, pedagogic and other activities relevant to the mission of higher education institutions, including a contents page and numbered appendices, respecting the order of the parameters and factors set out in point V of this announcement;

d) One (1) printed or photocopied copy and one (1) copy in PDF format, of each of the most representative works selected by the applicant, a maximum of five is permitted. The documents should demonstrate their contribution to the development and evolution of the area and sub-areas in which the tender is open, under the terms and for the purpose of Article 50, paragraph 6, subparagraph a), of the ECDU and, optionally, a document explaining the relevance of the publications selected;

e) Document framing the applicant's pedagogic activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, in both printed and PDF format;

f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible, when they exist and if applicable, and as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, printed or photocopied and in PDF format;

g) Document with a career development plan, containing objectives, a scientific development plan, a synopsis of the research line to be implemented, and a pedagogical development plan

h) Other documents which the applicant considers further demonstrates their scientific performance, pedagogic skills, and other relevant activities and which would constitute a legal basis for ranking candidates, should the jury deem them appropriate and duly proven, and presented in PDF format;

i) A criminal clearance certificate attesting that the applicant is not banned from working in government service or from exercising the professional functions for which they are applying;

j) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;

k) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs i) to k), may be waived during the submission stage of the application provided that the applicant declares under oath, the situation in which they find

themselves in relation to each of these requirements, the failure to make a written declaration constitutes grounds for exclusion. The delivery of these documents will be required, should the applicant be selected for the vacancy.

4 - The PDF documents required in paragraphs b) to h), should be delivered on a pen-drive, which should be searchable and contain the entries of publications associated with clickable links (links), to the documents/domains that contain the publication, which may be recorded in the same digital media or exist in a repository for free access in the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the web pages of the courses (curricular units) for which the applicant has been responsible.

5 – The curriculum vitae and respective appendices must be systematized in the order of the parameters and factors listed in point V of this announcement. Failure to comply with this order may result in information not being considered for evaluation, the same applies to the accessibility of the links, the functioning of which must be checked by the applicant in order to guarantee access to the information by the jury.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the submitted curriculum.

#### IV – Public Hearings

1 - The jury may decide to hold public hearings, on an equal footing for all applicants and pursuant to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve;

2 - If the tender jury decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least eight (8) days in advance.

#### V - Evaluation parameters and seriation in relative merit, respective weighting and final evaluation system

The curricular evaluation focuses on the activities developed by the applicants, in the disciplinary and scientific areas of the tender, with experience in Animal and/or Vegetal Histology being valued, and its adequacy to the position of Assistant Professor, considering the following parameters and respective weightings: scientific performance (50%), pedagogic capacity (30%) and other activities relevant to the University's mission (20%).

The evaluation of each parameter is based on the components indicated below and will be expressed on a scale of 0-100 points.

A) Scientific Performance, with a weighting of 50%. In the assessment of scientific performance, the following components of the parameter will be considered:

a) Scientific production - Quality and quantity of scientific production (books, book chapters, Articles in indexed international journals, communications at conferences) expressed, namely, by the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (translated as the quality and reference made to them by other authors) (20%);

b) Participation in scientific research projects with external funding, taking into consideration the project's dimension, scientific-technological level, degree of innovation and project results, including final evaluation when applicable (10%);

c) Supervision of academic work: supervision of advanced training, namely supervision of doctorates (5%);

d) Participation as an editor of international journals, reviewer of publications in international journals, applications for research grants or advanced training and scientific projects (5%).

e) Scientific development plan and synopsis of the research line you intend to implement (10%)

B) Pedagogical capacity, with a weighting of 30%. The following components of the parameter will be considered when assessing pedagogic capacity:

a) Lecturing - Quality and diversity of the lecturing activity developed by the applicant, taking into account, among other relevant factors, the results of opinion polls (e. g., pedagogic surveys), which should be mentioned in the curriculum, whenever available (10%);

b) Participation in juries of academic examinations (5%);

c) Other pedagogic activities - Quality and quantity of pedagogic material and publications of a pedagogic nature produced by the applicant, other activities with an impact on the teaching-learning process carried out by the applicant, including training internships for young graduates or masters (5%).

d) Pedagogical development plan (10%)

C) Other relevant activities for the University's mission, with a weighting of 10%. In the evaluation of other relevant activities, the following components of the parameter will be considered:

a) Participation in management activities in institutions of higher education/business or research in the area of Molecular and Cellular Biology and related fields or in other entities of a scientific, technological or cultural nature that carry out relevant activities within the scope of the mission (5%);

b) Participation in actions and publications of scientific, cultural or technological dissemination (5%);

c) Participation in the development of outreach projects including scientific dissemination and the provision of services to the scientific/educational community, the economic-productive fabric and/or society in general (5%);

d) Organization of scientific or educational events in the scientific area of the application (5%).

## VI - Selection process in relative merit

1 - The methodology for selection in relative merit is the following:

a. During the meeting, each member of the selection committee will submit a written document, which will be annexed to the meeting minutes, stating their own ordering of the applicants, of the applicants' scientific performance, pedagogic skills and other relevant activities, and their respective weights. At each ballot, every member of the selection committee will abide by the ordering they submitted and abstentions are not permitted.

b. The first ballot is intended to determine which applicant is placed at the top of the ordered list.

c. If an applicant obtains more than half of the votes, they shall be ranked first in the ordered list;

d. If two applicants obtain exactly half of the votes each, the president of the selection committee has the casting vote to decide which is ranked first in the ordered list. The jury president will use as tie-breaking criteria the date the Doctoral degree was conferred, the most recent prevailing;

e. If neither of these two cases c) and d) occurs, a new ballot will take place after elimination of applicants who obtained no or at least one vote in the previous ballot;

f. If there is a draw between two or more applicants for the position of least-voted, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. In this ballot, selection committee members vote for the applicant ranked last in their own seriation;

g. If there is still a draw between two or more applicants, the selection committee president will decide which shall be eliminated. The selection committee president will use as tie-breaking criteria the date the Doctoral degree was conferred, the most recent prevailing;

h. After this applicant has been eliminated along with the applicants who received no votes in the first ballot, another ballot will be held to decide which applicant shall be ranked first in the ordered list, applying the same procedure outlined until one applicant obtains more than half the votes for first place;

i. Once an applicant has been placed first on the ordered list, his or her name shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on until all the applicants have been ordered.

## VII - Composition of the Jury

President: Vice-Rector of the University of Algarve, Professor Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, by delegation of powers from the Rector.

Vogels:

Doctor Rui Manuel dos Santos Malhó, Full Professor at the Department of Plant Biology at the Faculty of Sciences of the University of Lisbon;

Doctor Maria da Conceição Lopes Vieira dos Santos, Full Professor, Faculty of Sciences, University of Porto;

Doctor Jorge Manuel Pataca Leal Canhoto, Associate Professor with Aggregation at the Faculty of Science and Technology of the University of Coimbra;

Doctor Adelino Vicente Mendonça Canário, Full Professor at the Faculty of Science and Technology of the University of Algarve;

Doctor Anabela Maria Lopes Romano, Full Professor at the Faculty of Science and Technology at the University of Algarve.

## VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve in Faro, from 9.30am to noon and from 2.30pm to 5pm, through previously scheduled appointment.

January 23 - 2024 — The Vice-Rector, Prof. Dr. Nuno Gonçalo Viana Pereira Ferreira Bicho.

# Requirements

**Research Field** Biological sciences

**Education Level** PhD or equivalent

## Skills/Qualifications

Holding a doctoral degree in Biological Sciences or related areas.

## Specific Requirements

Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August and other applicable legislation. Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

**Languages** PORTUGUESE

**Level** Excellent

**Research Field** Other

## Internal Application form(s) needed

**requerimentocandidaturaconcursodocumental.pdf**

**English** (260.9 KB - PDF)

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## Additional Information

### Benefits

This tender is to fill one (1) position, in the form of a non-fixed-term contract as a government employee.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- Do not hold a doctoral degree in Biological Sciences or related areas, in a speciality considered as appropriate for the scientific and disciplinary area in which the tender has been opened, in accordance with Article 41-A of ECDU.
- Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- Do not submit the required documents stipulated in the Public Notice within the designated deadline.
- The selection committee will notify the excluded applicants, by e-mail with receipt of delivery, for the purpose of prior hearing.

### Selection process

Acceptance of applicants on the basis of absolute merit will cumulatively depend upon:

- Possession of a curriculum that the jury considers to be of scientific merit and demonstrates research capacity compatible with the scientific and disciplinary area and category for which the tender is open.
- The applicant is the author or co-author of at least five (5) scientific texts in the last five (5) years, in the form of articles, scientific books or book chapters, with scientific arbitration, relevant to the

disciplinary area which the tender is open;

- The applicant should have proven experience in Molecular and Cellular Biology.

### **Additional comments**

Public Administration, as an employer, actively promotes a gender policy of equal employment and career progress opportunity, scrupulously taking every possible measure to avoid any kind of discrimination.

The Rector is authorized to cancel the tender in the event of compelling reasons.

Website for additional job details <https://www.ualg.pt/>

## **Work Location(s)**

<b>Number of offers available</b>	1
<b>Company/Institute</b>	Faculty of Science and Technology of the University of Algarve
<b>Country</b>	Portugal
<b>State/Province</b>	Algarve
<b>City</b>	Faro
<b>Postal Code</b>	8005-139
<b>Street</b>	Estrada da Penha - Campus da Penha
<b>Geofield</b>	

## **Where to apply**

Website <https://www.ualg.pt/procedimentos-concursais>

## **Contact**

<b>State/Province</b>	Algarve
<b>City</b>	Faro
<b>Website</b>	<a href="http://www.ualg.pt">http://www.ualg.pt</a>
<b>Street</b>	Campus da Penha - Estrada da Penha
<b>Postal Code</b>	8005-139
<b>E-Mail</b>	srhconcurso@ualg.pt
<b>Phone</b>	(+351) 289 800 100