



Public notice Ref. CDL-CTTRI-308-SGRH/2023 — Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector of the University of Aveiro, hereby announces that for a period of 10 business days, starting on the first business day immediately after the publication of the present notice, an international public notice is opened for recruitment in the form of a Uncertain Term Work Contract, under the Portuguese Labour Code, 1 (one) position for First Level Doctorate Researcher for the exercise of activities of scientific research in the scientific areas of biology, subarea of Ecology and Biodiversity, and area of expertise in Ecotoxicology, under the framework of the Research Unit and Associate Laboratory 'Centre for Environmental and Marine Studies' (CESAM), supported by the Portuguese Foundation for Science and Technology, FCT/MCTES), in its State Budget component (OE).

Within the context of CESAM's goals and mission, and integrated in the research developed by the ATRA (Aquatic Toxicology and Risk Assessment) Research Group, the hired researcher will assume the following functions: research planning and development targeting the establishment of causal relationships between epigenetic modifications following exposure of different model organisms of the aquatic compartment to different model contaminants and phenotypic effects at different levels of biological organisation; organisation and treatment of data resulting from the developed research and the consequent preparation of scientific papers/reports; supervision of graduation and post-graduation students under the scope of the developed research; organisation and participation in external activities and dissemination of the results, including advanced training.

The present public notice was opened on 27 of November, 2023 by order of the Rector of the University of Aveiro, following the proposal of the Scientific Council.

The Call is governed by the provisions of Decree-Law 57/2016, August 29, that approves the rules for post-doctoral work contracts, designed to stimulate employment in science and technology in all areas of knowledge (RJEC) within the legal provisions of the Labour Code, Law on 7/2009, February 12, in its current wording and other applicable legislation and regulations.

The monthly payment corresponds to 2294,95€.

1 — Admission requirements:

Any national, foreign, and stateless candidate(s) who hold a doctorate degree in Biology, and a scientific and professional *curriculum* that reveals an appropriate profile to the activities to be developed, can submit their applications.

Candidate(s) holding qualifications obtained abroad must prove the recognition, equivalence, or registration of the doctorate degree, under the applicable legislation. This formality must be fulfilled up to the date of signing the contract.

2 — Formalization of the application:

2.1 — The Applications must be accompanied by the following documents:



- a) Application minute for the competition addressed to the Rector of the University of Aveiro;
- b) Copy of detailed and structured *curriculum vitae* according to items in point 5;
- c) Any other documents that the applicant considers relevant, namely for the assessment of the information referred to in no. 2 of Article 5 of the RJEC.

2.2 — The *curriculum vitae* should contain:

- a) Full name of the candidate;
- b) Copy of the certificate with the respective mark(s) or grade(s) or another document that is legally recognized for the same purpose;
- c) All pertinent information for assessing the application considering the selection and ranking criteria of the present call, organized according to the sub-items of the assessment outlined in Section 5 below.

2.3 — The application, which must be filled out, dated, and signed, is available at <https://www.ua.pt/file/75846>.

2.4 — Submission of the application:

2.4.1 — The application may be submitted in Portuguese or in English, by email, to the Human Resources Department of the University of Aveiro (sgrh-concursosdl57-2016@ua.pt), until the deadline established in this Notice. The Services will issue a message proving the electronic validation of the same.

2.4.2 — Instructions for the submission of applications, in digital format, are available in the Competition and Job Offers of the Human Resources area at <https://www.ua.pt/en/sgrh/pessoal-investigador-novos-concursos-e-ofertas>.

2.4.3 — When formalizing the application, if a classified document is submitted that reveals a commercial or industrial secret; a secret relative to the literary, artistic, or scientific property; or that requires confidentiality, the candidate must identify the document with this information, under penalty of the work in question being unrestrictedly accessed by any of the other candidates, when consulting the file.

2.5 — Non-compliance with the deadline for submission of the application, as well as failure to submit or late submission of the documents, referred to in points 2.1 and 2.2, will lead to the disqualification of the application. Candidates will be notified of the exclusion decision by e-mail, for the hearing of interested parties, following Articles 121 et seq. of the Administrative Procedure Code.

3 — Call Jury:

3.1 — In accordance with article 13 of the RJEC the call jury has the following composition:

President: Professor Amadeu Mortágua Velho da Maia Soares, Full Professor at the University of Aveiro.

Jury members:

Professor Fernando José Mendes Gonçalves, Full Professor at the University of Aveiro.

Dr. Joana Luísa Lourenço Estevinho Pereira, Assistant Researcher at the University of Aveiro.

Substitute members:

Dr. Isabel Maria Cunha Antunes Lopes, Principal Researcher at the University of Aveiro.

Dr. Patrícia Alexandra Oliveira Pereira Kowalski, Assistant Researcher at the University of Aveiro.

4 — Jury operation rules

4.1 — The deliberations are held by roll call voting requiring the absolute majority of votes of the members of the jury present at the meeting, not allowing abstentions.

4.2 — The jury deliberates approval on absolute merit, based on the merit of the overall curriculum of the candidates with regards to the scientific area of the present Call and also taking into account, cumulatively, compliance with the provisions detailed in requirement 4.2.1 and with the provisions detailed in requirements 4.2.2 or 4.2.3 or 4.2.4:

4.2.1 — Have proven experience, of at least 5 (five) years, on the planning, execution and data analysis in research related to the assessment of molecular effects of contaminants in aquatic organisms, covering for at least one of the three following groups: microalgae, crustaceans and fish.

and

4.2.2 — Be author or co-author of at least 10 papers, in the scientific area of the Call, indexed in the Science Citation Index Expanded of the Web of Science from Clarivate Analytics where document type = article or document type = review, or in the SCI Verse Scopus with the same characteristics;

or

4.2.3 — Have obtained a total of at least 150 (two hundred) citations in the Science Citation Index Expanded of the Web of Science from Clarivate Analytics or in the SCI Verse Scopus, relating to scientific work produced within the subject area of the Call;

or

4.2.4 — Have obtained an average of at least 30 citations per paper in the Science Citation Index Expanded of the Web of Science from Clarivate Analytics or in the SCI Verse Scopus, relating to scientific work produced within the subject area of the Call;

4.3 — The exclusion decision in absolute merit is communicated to candidates by e-mail for their hearing.

4.4 — After the phase of approval in absolute merit, the jury will begin the process of appraisal of applications, taking into account the criteria set out in this notice.

5 — Evaluation and selection:

5.1 — The selection method is curricular evaluation and an interview.

5.2 — The evaluation of the scientific and curricular course focuses on relevance, quality and timeliness:

a) Of scientific, technological, cultural or artistic production in the last five years, deemed most relevant by the candidate;

b) Of applied research activities, or based on practical work, developed in the last five years, deemed most impactful by the candidate;

c) Of knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of culture and scientific practices, deemed most relevant by the candidate;

d) Of the activities of laboratory management, including internal management of stocks, equipment and laboratory routines.

5.3 — The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like parental leave, long-term serious illness, and other legal situations of unavailability to work.

6 —Curricular evaluation. This component of the evaluation is expressed on a numerical scale from 0 to 20 taking into account the following criteria:

6.1 — Curricular evaluation criteria are:

6.1.1 - Criteria for the evaluation of the scientific performance of the last five years considered more relevant by the candidate (12 points).

Scientific Production. Quality and quantity of scientific production within the subject area of the Call (books, articles in scientific journals, conference communications) expressed by the number and type of publications, and the recognition given by the scientific community (the quality of the venue where it has been published and the references made by other authors); the applicants should provide a list of their publications, quoted with the impact factors of the respective Journals, the relative positioning in the indexation field and DOI.

- Coordination and participation in scientific projects. The quality and quantity of scientific projects lead by or in which the applicant has participated within the subject area of the Call, competitively financed through public funds or by private companies. The assessment of the quality will take into account the level of involvement of the applicant in the case of participation in projects, interpreted, for example, on the basis of authorship and associated responsibility in scientific publications which constitute outputs of the projects. The responsibility for clearly highlighting on these aspects in the *Curriculum Vitae* submitted along with the application is endorsed to the applicants.

- Intervention in the scientific community. Assessing the capacity to get involved in scientific community, particularly by supporting the organization of events, reviewing scientific articles, delivering invited talks, as well as by being recognized through awards or other distinctions and respective impact. The supervision (formal and informal) of graduation and post-graduation students will also be evaluated. The responsibility for clearly highlighting on these aspects in the *Curriculum Vitae* submitted along with the application is endorsed to the applicants.

6.1.2 – Criteria for evaluating the research or practical activities, developed over the past five years and considered to be of greatest impact by the applicant (6 points).

Patents, registration and ownership of rights, elaboration of technical regulation and legislation. Patent authorship and co-authorship, records of ownership of intellectual property rights regarding software, mathematical methods and rules of mental activity. Participation in standardization committees and in the drafting of legislative projects and technical regulation. The evaluation of this criterion should also take into account the resulting economic valuation of patents and intellectual property rights.

Participation in consulting activities, tests and measurements involving the private and/or the public sector. Participation as a trainer in vocational training courses or technological expertise directed at companies or the public sector. The evaluation of this criterion should also take into account the economic valorization of research results achieved, measured by the contracts of technology transfer and development that have resulted and contribution to the creation of spin-off companies.

The assessment will also value proven experience in the: evaluation of ecotoxicological effects with aquatic organisms (fresh- and saltwater), particularly with microalgae, invertebrates and/or fish; assessment of biochemical endpoints and ecotoxicological endpoints at the individual and/or population levels; implementation of nucleic acids extraction and purification techniques for downstream Next Generation Sequencing; bioinformatic analysis of genomes, epigenomes and transcriptomes; implementation of univariate and multivariate approaches to data obtained from laboratory experiments with aquatic organisms.

6.1.3: Criteria for evaluating extension and knowledge dissemination activities developed over the past five years, in particular in the context of promoting culture and scientific practices, considered to be of greatest impact by the candidate (2 points).

Participation in activities to disseminate scientific and technological knowledge to the scientific community and other audiences (for example, organization of conferences and seminars, participation in fairs and similar events, interaction with social media). Science/Technology outreach publications. Talks/lectures for broader audiences. Development of science outreach activities for young audiences, within the context of formal and informal education.

6.2 — The score obtained in the curricular evaluation method is expressed in numeric scale of 0 to 20, considering the valuation up to two decimal figures.

6.3 — The Jury deliberates by vote justified according to the criteria of evaluation; no abstentions are allowed.

6.4 — The classification of each candidate is obtained by averaging the scores of each of the elements of the Jury.

6.5 — Once the Curricular Assessment is completed, the candidates who obtain an average score equal to or greater than 12 points, are approved for the next stage of assessment, as set out in point 5.1.

6.5 — Candidates who obtained a rating of less than 12 points are excluded from the public notice.

7 — Session of interview

This evaluation method is intended exclusively for the clarification of aspects related to the results of the candidate's research, and may or may not be applied by the selection board when the results of the evaluation of this method are not likely to alter the final ranking of the candidates, considering the weighting factor of this evaluation element. When this method is applied, the weightings in point 8.1 shall be considered. Otherwise, the weightings in point 8.2 shall be considered.

7.1 — The interview will have a duration of 30 minutes.



7.2 — The evaluation of the session is expressed on a numerical scale of 0 to 20, taking into account the candidate's scientific knowledge and ability to communicate, as well as the answers to the questions put by the jury and their development perspectives in the unit for which they are applying.

7.3 — The jury deliberates by roll call voting, not allowing abstentions.

7.4 — The classification of each candidate is also obtained by the average of the scores of the members of the jury.

8 — Ordering of candidates

8.1 — The final score of each candidate is obtained through a weighted average, by assigning a weighting factor of 90% to the curricular review note and a weighting factor of 10% to the note of the interview session. In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.

8.2 — If, by the decision of the jury, it decides not to apply the method of selection of the interview session, the curricular evaluation will have a weighting of 100%.

9 — Participation of the parties and decision:

9.1 — The ordering project is communicated to candidates by e-mail for their hearing.

9.2 — At the hearing of the interested parties, the Jury appreciates the allegations offered and approves the final ordering list of candidates.

10 — Publication of Call Notice

In addition to being published in Series 2 of *Diário da República* the present notice is also published in:

- a) The Public Employment Pool (BEP);
- b) The website of the Portuguese Foundation for Science and Technology, I.P., in Portuguese and English;
- c) The website of the University of Aveiro, in Portuguese and English;
- d) In a national newspaper.

11 — This tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, valid for a period of 12 months from the date of approval of the final ordering list of the present procedure.

12 — In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, the Government, as the employing entity, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking measures to avoid any form of discrimination.

27 of November of 2023 — The Rector, *Professor Paulo Jorge dos Santos Gonçalves Ferreira*.