

Public notice CI-CTTI-24-SGRH/2024 — Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector of the University of Aveiro, hereby announces that for a period of **thirty** business days starting on the first business day immediately after that in which the notice corresponding to this notice is published in *Diário da República*, an international public call is opened for recruitment in an employment contract for an indefinite period under the Portuguese Labour Code, for 1 (one) position as Auxiliary Researcher (3427,59€), in the scientific area of Biology, sub-area of Molecular and Cellular Biology, specialization in Microbial Diversity and Genetics, specifically in the area of maintenance and operation of the necessary analytical instrumentation for the performance of biochemical analyses in biological and environmental matrices, and laboratory management, which will be carried out within the scope of the Associated Laboratory CESAM.

The present public notice was opened on 6 March 2024 by order of the Rector of the University of Aveiro, following the proposal of the Scientific Council.

The call is ruled by the provisions of the Regulation on the Private Researcher Career Personnel Regime in Private Rule of Law at the University of Aveiro and respective contract, hereinafter referred to as Regulation, published in the *Diário da República*, 2nd series, No. 174, on 7th of September of 2015, and other applicable laws and regulations.

1 — Scientific area

1.1 — The scientific area of this call is Biology.

1.2 — The Scientific Council has not identified any related scientific areas.

2 — Admission requirements:

2.1 — It is a requirement for admission to be:

a) Individuals who have a doctor degree in the scientific area of the competition or in a scientific area considered by the scientific council as the one for which the contest is opened or, even, those who, although doctorates in a diverse area, have a relevant scientific curriculum in these areas;

b) Auxiliary researchers from another institution, in the scientific area of the competition or in the scientific area considered by the scientific council as the one for which the competition is opened or, although of various area, have a relevant scientific curriculum in these areas.

2.2 — Applicants with qualifications obtained abroad must provide proof of recognition, equivalence or registration of a PhD degree, by a Portuguese higher education institution, in accordance with the applicable legislation. This formality must be fulfilled up to the date of signing the contract.

3 — Application requirements:

3.1 — 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) Detailed and structured curriculum vitae according to the items in point 6;

c) Other relevant documents for the evaluation of qualification in related scientific area;



- d) Copies of papers selected by the applicant as being most representative of their curriculum vitae, no more than five;
- e) Presentation of a single document containing the justification of the papers selected in the previous paragraph;
- f) Scientific project: document that allows the support of a future mission letter and that must include a proposal of the activities that the candidate intends to develop during the first five years of the activity as an Auxiliary Researcher, explaining how the candidate will be able to contribute to the progress and development of the scientific area for which the call is open in the scientific areas and in the cooperation with society;
- g) Document that objectively shows the number of citations (if applicable) to the publications indicated in the curriculum vitae and an explanation of the method used for counting, in sufficient detail for the jury to be able to reproduce the procedure. The candidate must provide the identification method of the name to search;
- g) Any other elements that the applicant deems relevant or the assessment of his or her merits.

3.2 — The application minute must be fully completed, dated and signed, of mandatory use, available at <https://www.ua.pt/file/75846>.

3.3 — The *curriculum vitae* should contain:

- a) Full name of the candidate;
- b) Copy of the certificate with the respective classification or other document that is legally recognized for the same effect. Applicants who hold a doctor's degree obtained abroad, must provide proof of recognition, equivalence or registration of a PhD degree, by a Portuguese higher education institution, in accordance with the applicable legislation;
- 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 set forth in Section 6 below;
- d) A report of the scientific activities developed in various areas of the candidate's intervention.
- e) Documents proving all of the elements mentioned in subsections b), c) and d) of point 3.3.

3.4 — The applicants belonging to the University of Aveiro are exempt from the presentation of the documents referred to in point b) of point 3.3, which appear in their individual file.

3.5 — How to present the application:

3.5.1 — The application may be presented in Portuguese or in English and handed in via email to the Human Resource Department of the University of Aveiro (sgrh-avct-recrutamento@ua.pt), by the deadline stipulated in this Notice. The Services will issue a message proving the electronic validation of the same.

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

3.5.3 — 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.

3.6 — Non-compliance with the deadline for submission of the application, as well as failure to submit or late submission of the documents, referred in points 3.1, a) to g), will lead to the disqualification of the application. Candidates will be notified of the exclusion decision by e-mail, for the purposes of the hearing of interested parties, in accordance with Articles 121 et seq. of the Administrative Procedure Code.

4 — Contest Jury:

4.1 — The contest jury has the following composition:

President: Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Rector of the University of Aveiro.

Jury members:

Professor Doctor Lúcia Maria das Candeias Guilhermino, Full Professor, Universidade do Porto;

Professor Doctor Adelino Vicente Mendonça Canário, Full Professor, Universidade do Algarve;

Doctor Cristina Marisa Ribeiro de Almeida, Principal Researcher, CIIMAR, Universidade do Porto;

Professor Doctor Amadeu Mortágua Velho da Maia Soares, Full Professor, Universidade de Aveiro.

Professor Doctor António José Arsénia Nogueira, Full Professor, Universidade de Aveiro.

4.2 — The deliberations are held by roll-call vote requiring the absolute majority of the votes of the members of the jury present at the meeting, abstentions are not allowed.

5 — Jury operation rules for admission or exclusion of applications:

5.1 — Approval on absolute merit:

The admission of candidates is conditional on their approval on absolute merit, based on the merit of the candidates' overall curriculum in the scientific area of the competition, also taking into account, cumulatively, the fulfilment of requirements 5.1.1, 5.1.2, and 5.1.3, and one of the requirements 5.1.4, 5.1.5, or 5.1.6:

5.1.1 - Possessing up-to-date (within the last 5 years) and certified training in Radiological Protection and Safety (leading to Level 2 Qualification) and Laboratory Waste Management

And

5.1.2 - Have at least 5 years of experience and technical responsibility in the operation and maintenance of advanced analytical infrastructures, specifically mass spectrometers coupled with liquid and gas chromatography, liquid and gas chromatographs with different detectors, and other analytical equipment for determining various elements.

And

5.1.3 - Have extensive experience, of at least 5 years, in laboratory management, specifically in managing stocks, waste, and gas networks.

And

5.1.4 - Have at least 5 years of demonstrated experience in using analytical instrumentation necessary for performing biochemical analyses in biological and environmental matrices, specifically mass spectrometers

coupled with liquid and gas chromatography, liquid and gas chromatographs with different detectors, and other analytical equipment for determining various elements.

Or

5.1.5 — The applicant is the author or co-author of at least 50 articles in the subject area that the Competition is open indexed in the Science Citation Index Expanded of the Web of Science of Clarivate Analytics as document type = article or document type = review, or in SCI Verse do SCOPUS with the same characteristics;
or

5.1.6 — Have obtained a h index according to SCOPUS or Web of Science of Clarivate Analytics of at least 10 to the scientific papers, produced in the area for which the contest is open.

5.2 — The candidates must prove that they have satisfied the above requisite (5.1.1 to 5.1.3), by indicating the key to be used in the search of Web of Science, or in the SCI Verse Scopus, or by including in their *curriculum vitae* a list of the citations confirmed by the above-mentioned databases.

6 — Selection Methods

6.1 — The selection methods are the curricular evaluation and the professional interview.

6.2 — For the curricular evaluation, the following criteria are considered and weighted, according to the requirements of the functions corresponding to the category that the present call:

- a) The scientific performance of the applicant in the subject area and subarea of the call;
- b) Knowledge transfer;
- c) Participation in management entities.
- d) Scientific project.

6.2.1 — In the assessments of the criteria referred to in a), b) and c) of point 6.2, consideration should be given to the extension of the candidates' scientific *curriculum* and particular emphasis must be given to the activity developed in the last 5 (five) years, which will represent 80% of the assessment in each of these criteria.

6.3 — Once the Curricular Evaluation is completed, the jury will draft a mid-term list of candidates and apply the next selection method to the candidates ranked in the first three places.

In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury

6.4 — In the evaluation of the professional interview method, the scientific and technical quality, up-to-date, feasibility and integration of the scientific project referred to in point c) of number 3.2 of this notice are considered and weighted.

7 — Curricular evaluation

In applying the criteria referred in point 6.2. the following parameters are evaluated, to which the indicated weighting factors are attributed:

7.1 — Criteria for the assessment of the Scientific Performance

a) Scientific production. Quality and quantity of scientific production in the area of the call (books, book chapters, articles in scientific journals, papers presented at conferences), expressed by the number and type of

publications, and the recognition given by the scientific community (as per the quality of the location where it has been published and the references made by other authors).

b) Participation in scientific projects. Quality and quantity of scientific projects in which the applicant participated within the subject area and subarea of the call, whether they are financed through public funds of national or international agencies or by companies. The assessment of the quality will consider the level of funding obtained, the role played in the project (e.g., Principal Investigator, member, invited consultant), the degree of difficulty of the funding programme, the expert evaluation of the completed projects.

c) Intervention in the scientific community. It will assess the candidate's capacity to intervene in scientific community, particularly by organising events, being (co-)editor of journals, evaluation of projects and papers, invitation to deliver lectures, participation in academic juries and advisory activities as well as being recognised through awards or other distinctions and respective impact.

d) Constitution of research teams and supervision of academic work of post-doctoral, doctoral and master students, within the subject area and proposed research topic of the call.

7.2 — Criteria for the assessment of Knowledge Transfer

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 consider the resulting economic added-value of patents and intellectual property rights.

Consulting services, tests and measurements. Participation in consulting activities, tests and measurements involving private and/or public sector. Teaching vocational training courses or technological expertise directed at companies or the public sector. The evaluation of this criterion will also consider the economic added-value 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.

Dissemination of science and technology. Participation in initiatives to disseminate scientific and technological knowledge in the scientific community (for example organisation of congresses and conferences) and addressed to varied audiences. Publications to disseminate science and technology. Presentation of lectures and seminars for the general public. Impact that the work developed by the candidate in the area and subarea of the call, has on the larger scientific community (e.g., references in science-related forums).

7.3 — Criteria for evaluation of Institutional management

Applicant's participation in scientific, pedagogical or institutional management activities and participation in academic juries outside his own institution.

7.4 — Criteria for evaluation of scientific project

Emphasis on the clarity and quality of the project, the actuality of the content and other complementary elements considered relevant, with special attention to the potential contribution to the scientific

development of the area and proposed research topic to which is open the call. The innovation degree introduced.

7.5 — The weights for the above-mentioned criteria are presented in the following table:

Table – Weights for the assessment criteria

Items	Weights	Criteria	Weights
Scientific Performance	P1=0,60	Scientific production (C11)	P11=0,50
		Participation in scientific projects (C12)	P12=0,20
		Intervention in scientific community (C13)	P13=0,20
		Constitution of research teams (C14)	P14=0,10
Knowledge Transfer	P2=0,15	Knowledge transfer activities, or industrial, and activities of dissemination or management of science (C21)	P21=1,00
Institutional Management	P3=0,05	Management activities (C31)	P31=1,00
Scientific project	P4=0,20	Scientific project (C41)	P41=1,00

8 — Voting Methodology - Curriculum Evaluation:

8.1 — Each member of the jury applies a value, on a scale of 0-100, for each criterion or aspects regarding each applicant admitted in absolute merit.

8.2 — The result of applying the "curriculum evaluation" method is expressed in the numerical scale from 0 to 100 and is calculated by weighing each criterion with the corresponding weight which leads to the score of the item which in turn will be used with its assigned weight for the calculation of the final score.

Expressed as a formula, the Result of the Curricular Evaluation (R-CE) is calculated as follows:

$$\mathbf{R-CE = P1*(C11*P11+C12*P12+C13*P13+C14*P14)+P2*(C21*P21)+ P3*(C31*P31)+P4*(C41*P41)}$$

8.3 — The ranking of candidates should be grounded in the evaluation based on the criteria and parameters of assessment and corresponding weighing factors listed in this Notice.

8.4 — Before the voting begins, each member of the jury shall present a written document, which shall be attached to the minutes, with the interim ordering of the candidates, duly substantiated, considering for that purpose the aforementioned paragraph.

8.5 — The jury deliberates by vote justified according to the criteria of evaluation, no abstentions are allowed

8.6 — The classification of each candidate is obtained by averaging the scores of each of the elements of the jury.

8.7 — Following the Curricular Evaluation, the candidates in the first 3 places are approved for the application of the next evaluation method, as in section 6.3. In the event of a tie, the president will assume the tie-breaker decision.

8.8 — Candidates who were not ranked in the top 3 places are considered excluded from the competition.

9 — Professional Interview

9.1 — In the professional interview the candidate must present the project that he/she intends to develop during the next 5 years at the University of Aveiro and in the scientific area of the call (30 minutes); the jury then asks questions about the project.

9.2 — The evaluation of the professional interview is expressed on a numerical scale from 0 to 100, and the criteria identified in point 6.4 are evaluated.

9.3 — The jury shall deliberate by means of a reasoned roll call; no abstentions will be allowed.

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

9.5 — Before the voting begins, each member of the jury shall present a written document, which shall be attached to the minutes, with the ordering of the candidates resulting from the interview, duly substantiated, considering for that purpose the aforementioned paragraph.

10 — Ordering of the candidates

10.1 — The final score of each candidate is obtained through a weighted average, with a weighting factor of 70% being assigned to the curriculum evaluation score and a weighting factor of 30% to the interview score.

10.2 — The classification of each candidate is obtained by the average of the scores of each element of the jury, calculated in the terms of the previous number.

10.3 — In the event of a tie, the president will assume the tie-breaker decision.

11 — Participation of candidates and decision:

11.1 — The final ordering project is communicated to candidates by e-mail for the purposes of the hearing of interested parties, in accordance with Articles 121 et seq. of the Administrative Procedure Code.

11.2 — At the hearing of the interested parties, the jury appreciates the presented allegations and approves the final ordering list of the candidates.

12 — Deadline for final decision

12.1 — Without disregarding the provisions of the following paragraph, the deadline for rendering the jury's final decision cannot exceed ninety consecutive days, counted from the deadline for the submission of applications.

12.2 — The deadline referred to in the previous paragraph may be extended when the high number of candidates and or the special complexity of the competition justifies it.

13 — Publication of Competition notice

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

- a) The public employment pool;
- b) The website of the 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 two national newspapers.



13 — 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.

6 March 2024 — The Rector, *Professor Doutor Paulo Jorge dos Santos Gonçalves Ferreira*.