

**Public notice CI-CTTI-38-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 the publication of the present notice, 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 Principal Researcher in labor regime (remunerative position: 3867,03€) in the scientific area of Biology, sub-area of Ecology and Biodiversity, area of specialization in Ornithology, aimed at the development of research functions in the area of Ornithology, in particular in the responses of individuals and populations to global changes, connectivity and conservation of migration systems and Tropical interactions in wetlands, within the framework of the Associated Laboratory CESAM and financed under Contract LA/P/0094/2020.

The present call was opened on 6<sup>th</sup> February 2024 by order of the Rector of the University of Aveiro, following the proposal of the Scientific Council.

The contest is governed 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 Series 2 of Diário da República, No. 174, on September 7, 2015, and other applicable laws and regulations.

#### 1 — Scientific area

1.1 — The scientific area of this contest 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) The auxiliary researcher of the same or another institution, the scientific contest area or even those who, although in a different area, have a relevant scientific curriculum in these areas, and that in any case, have a minimum of three years of effective service in that category or have been approved in a public examination for habilitation or *agregação*.

b) The principal researchers of another institution, in the scientific area of this call or of a scientific area considered by the scientific council to be similar to that for which the call is open, or even those that, although from a different area, have a relevant scientific curriculum in these areas.

c) Applicants who have a doctor degree in the scientific area of this competition, or of a scientific area considered by the scientific council to be similar to that for which the call is open, or even those who, although having a doctoral degree in another area, have a relevant scientific curriculum in the call areas and that, in any case, have a minimum of three years of professional experience in the competition areas after obtaining a doctor degree or have been approved in a public examination for habilitation or *agregação*.

2.2 – Candidate(s) of the contest holding qualifications obtained abroad must prove the recognition, equivalence or registration of the doctor degree, 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) Copies of papers selected by the applicant as being most representative of their curriculum vitae, no more than five;
- d) Presentation of a single document containing the justification of the papers selected in the previous paragraph;
- e) 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 Coordinating 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;
- f) 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.

3.3 — 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 developed 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](mailto: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 f), 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 José Pedro Oliveira Neves Granadeiro, Full Professor, Universidade de Lisboa;
- Professor Doctor Diogo Francisco Caeiro Figueiredo, Full Professor, Universidade de Évora;
- Professor Doctor Anabela Maria Lopes Romano, Full Professor, Universidade do Algarve;
- Professor Doctor Amadeu Mortágua Velho da Maia Soares, Full Professor, Universidade de Aveiro;
- Professor Doctor Maria Adelaide de Pinho Almeida, 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 — Admission and 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 fulfillment of at least one of the following requirements:

5.1.1 — The applicant is the author or co-author of at least 90 articles in the scientific area that the Competition is open, 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

5.1.2 — Have obtained a total of at least 1700 citations (excluding self citations) for scientific works produced in the disciplinary area for which the competition is open;

or



5.1.3 — Have an h index, according to SCOPUS or Clarivate Analytics' Web of Science, of at least 25 regarding the scientific works produced in the disciplinary area for which the competition is open.

5.2 — Candidates must provide proof of the compliance with the requirements expressed above (5.1.1 to 5.1.3), indicating the key to be used in the Web of Science or SCOPUS search to prove it, or including in their CV a list of the same database to confirm it.

6 — Selection Methods:

6.1 — The selection method is the *curriculum* evaluation.

6.2 — For the *curriculum* evaluation the following criteria will be considered and weighed, in accordance with the requirements of the functions corresponding to the category of the present research position:

- a) The scientific performance of the applicant in the subject area 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.

6.2.2 — In the evaluation of the criteria referred in a), b), c) and d) of point 6.2, the activity developed in the field of Ornithology will also be especially weighted, applying a weighting factor of 2.

7 — Curriculum evaluation

In applying the criteria mentioned in the point 6.2 the following parameters are assessed and weighted accordingly:

7.1 — Criteria for the assessment of the Scientific Performance

a) Scientific production: Quality and quantity of scientific production in the area that the Competition is open (books, articles in scientific journals, papers presented at conferences) expressed by the number and type of publications, and the recognition given by the scientific community (the quality of the location where it has been published and the references made by other authors).

b) Participation in scientific projects: The quality and quantity of scientific projects in which the applicant participated within the subject area of the competition; whether financed through public funds of national or international agencies or by companies. The assessment of the quality will take into account the level of funding obtained, the role played in the project (ex: principal investigator, guest consultant, participant), the degree of difficulty of the funding programme, the expert evaluation of the completed projects, particularly if they led to the development of products or services.

c) Intervention in scientific community: Assessing the capacity to intervene in scientific community, particularly by organising events, being (co-)editor of magazines, participation in the assessment of projects

and articles, being invited to give speeches, being a member of academic jurys, as well as being recognized 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 in the area and domain of the competition.

#### 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 take into account the resulting economic valuation of patents and intellectual property rights.

Consulting services, tests and measurements. Participation in consulting activities, tests and measurements involving private and/or public sector. Participation as a former in vocational courses or technological expertise directed at companies or the public sector. Participation as a trainer in vocational training or technological specialization courses aimed at companies or the public sector. The evaluation of this criterion will 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.

Dissemination of science and technology. Participation in initiatives to disseminate scientific and technological knowledge under the auspices of the scientific community (for example organisation of congresses and conferences) and to various 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 for which the competition is opened, has on the broader scientific community (e.g., references in scientific dissemination forums).

#### 7.3 — Criteria for evaluation of Institutional management

a) The candidate's participation in scientific, pedagogical or institutional management activities and participation in academic juries outside his own institution.

#### 7.4 — Criteria for evaluation of the Scientific project

The clarity of its structure and the quality of exposure. The scientific relevance of the content and the adequacy of the proposed program, considering the frontier of knowledge in the area and domain of the competition. The degree of innovation introduced.

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



**Table – Weights for the assessment criteria**

Items	Weights	Criteria	Weights
Scientific Performance	P1= 0,70	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=0,10	Knowledge transfer or industrial activities, and science dissemination or management activities, (C21)	P21=1,00
Institutional Management	P3=0,05	Activities of Institutional Management (C31)	P31=1,00
Scientific Project	P4=0,15	Scientific Project (C41)	P41=1,00

8 — Candidates ranking and voting methodology:

8.1 — Each member of the jury applies a value, on the 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 on a numerical scale of 0-100 and it is calculated by weighing each criterion with the corresponding weight which provides each item with a score. Each item has its own weight which is used to calculate the final score.

Expressed as a formula, the final result (FR) is calculated as follows:

$$FR = P1*(C11*P11+C12*P12+C13*P13+C14*P14) +P2*(C21*P21) + P3*(C31*P31) +P4*(C41*P41)$$

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

8.4 — Before voting, each member of the jury presents a written document, that will be attached to the minutes of the meeting, with the order of the applicants, duly founded, taking into consideration the previous 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.

9 — Participation of interested parties and the decision:

9.1 — 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

9.2 — After the candidate’s hearing, the jury appreciates the arguments offered and approves the final ranking list of candidates.

10 — Deadline for final decision

10.1 — 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.

10.2 — 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.

11 — Publication of Competition notice

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

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.

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