

Public notice Ref.^a CDL-CTTRI-46-SGRH/2025 — 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 following after which this notice is published, by extractive notice, in the *Diário da República*, an international public notice is opened for recruitment in the form of an Uncertain Term Work Contract, under the Portuguese Labour Code, 1 (one) position for a Second Level Doctorate Researcher for the exercise of research activities in the scientific area of Biology, subarea Ecology and Biodiversity – Marine Biology and Ecology, to carry out research and dissemination tasks. Tasks will include 1) evaluation of low-cost methods and tools for imaging deep-sea environments, 2) installation and testing of these on research and fishing vessels, 3) acquisition, processing and analysis of images of deep-sea environments with a view to mapping habitats and species, as well as potential impacts resulting from anthropogenic activities. The work is supported by the project “BioProtect: Advancing area-based management tools to accelerate the protection and restoration of marine biodiversity across the european sea basins”, (grant agreement no. 101157341), funded by the European Commission (HORIZON-MISS-2023-OCEAN-01-03), HORIZON-CL6-2023-BIODIV-Restoration of deep-sea habitats.

The present public notice was opened on 03 of February, 2025 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 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 no.7/2009, February 12, in its current wording and other applicable legislation and regulations.

The monthly payment corresponds to 2622,60€.

1 — Admission requirements:

Any national, foreign, and stateless candidate(s) who hold a doctorate degree in Biology, Marine Sciences or scientific area related, and a scientific and professional *curriculum* whose profile is suited for the activity to be performed, can submit their applications.

Candidate(s) of the contest 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. Candidates must also provide proof of a driving license (category B) and be fluent in Portuguese.

2 — Formalization of the applications:

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 *curriculum vitae* structured according to the items under point 5;

- c) Other documents that are relevant for the evaluation of the qualification in related scientific areas;
- d) Any other documents that the applicant considers relevant, namely for the assessment of the information referred to under no. 2 of Article 5 of the RJEC.

2.3 — The *curriculum vitae* should contain:

- a) Full name of the candidate;
- b) Copy of the certificate with the respective mark or grade 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, being it recommended that this information is organized according to the sub-items of the assessment described under Section 5 below.

2.3 — The compulsory application minute, to be completely filled out, dated, and signed, is available at <https://www.ua.pt/file/78384>.

2.4 — Submission of the application:

2.4.1 — The application may be submitted in Portuguese or English, by email, to the Human Resources Department of the University of Aveiro (sgrh-concursosdl57-2016@ua.pt), until the deadline stipulated 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 process.

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: Doctor Ana Margarida Medrôa de Matos Hilário, Assistant Researcher in the University of Aveiro.

Jury members:

- Doctor Heliana Lilita Gonçalves Teixeira, equivalent to Assistant Researcher in the University of Aveiro.
- Doutor Fábio Emanuel Lopes de Matos, equivalent to Assistant Researcher in the University of Aveiro.

Substitute members:

- Doctor Helena Margarida Moreira de Oliveira Vieira, equivalent to Coordinator Researcher in the University of Aveiro.

- Doutor Henrique José de Barros Brito Queiroga, Associate Professor with title of Aggregate in 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 permitting abstentions.

4.2 — The jury deliberates approval on absolute merit, based on the merit of the overall curriculum of candidates with regards to the scientific area of the Competition and also taking into account, cumulatively, compliance with at least one of the following requisites:

4.2.1 — The applicant is the author or co-author of at least 10 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

4.2.2 — Have obtained a total of at least 300 citations in the Science Citation Index Expanded of the Web of Science from Clarivate Analytics or the SCI Verse Scopus, relating to the scientific works produced in the area for which the contest is open,

or

4.2.3 — Have an h index, according to SCOPUS or Clarivate Analytics' Web of Science, of at least 5 regarding the scientific works produced in the disciplinary area for which the competition is open,

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 methods are curricular evaluation and interview.

5.2 — The evaluation of the scientific and curricular course focuses on the 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 management of science, technology, and innovation programs, or the experience in observing and monitoring the scientific and technological, or higher education system, in Portugal or abroad.

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 (8 points);

- Scientific Production. Quality and quantity of scientific production in the area that the Competition is open (books, articles in scientific journals, papers presented in 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);

- Coordination and participation in scientific projects. The quality and quantity of scientific projects in which the applicant has participated within the subject area of the Competition, whether financed through public funds of national or international agencies or by enterprises. The assessment of the quality must take into account the funding obtained, the degree of difficulty of the funding competition, as well as their relevance to the study of deep-sea ecosystems and/or interaction with the fisheries sector.

- Intervention in the scientific community and capacity to build scientific teams. The capacity to intervene in the scientific community will be assessed through the participation in international working groups and scientific networks, organization of scientific meetings and congresses, invitations to give talks, as well as being recognized through awards or other distinctions and respective impact. Student guidance will also be assessed.

6.1.2 - Criteria for evaluating research activities developed over the past five years, particularly in the context of the use of tools for image acquisition and analyses, and mapping of marine biodiversity (8 points):

- Demonstrated ability (e.g. through scientific publications) in the use of tools and systems for image acquisition and biodiversity mapping in marine environments, particularly deep-sea ecosystems;

- Demonstrated ability (e.g. through scientific publications and advanced training courses attended) in the use and development of methodologies for documenting, annotating and archiving data and metadata from images (video and photography) of deep-sea ecosystems.

- Demonstrated ability (e.g. through scientific publications and advanced training courses attended) in processing and analysing spatial data using geographic information systems and statistical analysis of biodiversity data.

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 (4 points);

- Participation in scientific and technological dissemination initiatives for the scientific community (e.g. organization of congresses and conferences).

- Participation in scientific and technological dissemination initiatives for various audiences, including political decision-makers and players in economic sectors related to the ocean.

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

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

6.5 — Once the Curricular Assessment is completed, the candidates who obtain an average score equal to or greater than 15 points, are approved for the next stage of assessment, as set out in point 5.1.

6.6 — The candidates who obtain an average score of less than 15 points, are considered excluded from the competition.

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 permitting 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. 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 deliberates not to apply the method of selection of the session, the Curricular Evaluation will have a weight of 100%. In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.

9 — Participation of the parties and decision:

9.1 — The final 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 Competition 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;
- 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 a national newspaper.

11 — This tender is exclusively destined to fill this specific vacancy and can be terminated at any time until approval of the final candidate list, expiring with the respective occupation of said vacancy, valid for a period of 3 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.

03 of February, 2025 — The Rector, *Professor Doctor Paulo Jorge dos Santos Gonçalves Ferreira*.