

**ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE  
FOR THE HIRING OF 1 DOCTORATE UNDER THE LEGAL REGIME OF SCIENTIFIC EMPLOYMENT  
Ref. CTTI-130/18-CBMA (1)**

Doctor Rui Manuel Costa Vieira de Castro, Professor and Rector of Universidade do Minho, in the use of own competence, in accordance with the provisions of subsection d) of section 1 of article 92 of Law no. 62/2007, from 10 September and subsection d) of section 1 of article 37 of the Statutes of the University of Minho, approved by Normative Order no. 13/2017, published in the Diário da República, 2nd series, no. 183, of 21 of September, makes it known that, for a period of fifteen business days from the business day immediately after the date on which this announcement is publicized, an international selection tender is open for recruitment in the form of an uncertain term contract concluded under the Labour Code, of one doctoral positions for the exercise of scientific research activities in the scientific area of Biological Sciences, resulting from the project *STREAMECO: Biodiversity and ecosystem functioning under climate change: from the gene to the stream*, reference: POCI-01-0145-FEDER-029505, co-financed by the European Regional Development Fund (ERDF), through the Operational Programme for Competitiveness and Internationalization (COMPETE 2020), under Portugal 2020, and by the *Fundação para a Ciência e a Tecnologia – FCT* I.P. (National Agency for Science and Technology) through national funds, with a view to the development of research activities, namely i) development and application of molecular tools to assess microbial genetic diversity based on taxonomic, phylogenetic and functional genetic markers, ii) application of trait-based approaches to biological communities, iii) selection of sampling sites and organization of field campaigns in streams and rivers across environmental gradients, iv) application of statistical tools including the assessment of community multifunctionality, and the establishment of correlations between biological variables and environmental gradients, v) promotion of activities related to the dissemination of project results and the promotion of scientific knowledge, vi) help the PI in the supervision of graduate students within the scope of the project, at the Centre of Molecular and Environmental Biology.

1. **Applicable Legislation:** This tender shall be governed by the Decree No. 57/2016, of 29<sup>th</sup> of August, amended by Law No. 57/2017 of 19 July, which approved a regime of hiring of doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), by Labour Code, approved Law no. 7/2009, of February 12, under its current version and other applicable laws and regulations.
2. **Place of Work:** Centre of Molecular and Environmental Biology of the University of Minho, Campus de Gualtar, in Braga.
3. **Monthly salary:** The remuneration to be attributed is that provided in the article 5 of Regulatory Decree No.11-A/2017, of December 29, corresponding to the remuneration level 33 of the TRU, of 2.128,34 Euros.
4. **Eligibility Criteria:** Any national, foreign and stateless candidate(s) who hold a doctoral degree in Biological Sciences, Ecology, Molecular Genetics or other related scientific area and holders of a scientific and professional whose profile is suitable with the indicated can submit their application
  - 4.1. General admission requirements are those defined in point 5. For the purpose of determining the profile appropriate to the activity to be developed, the following requirements are:
    - a) Degree completed more than 1 year ago;
    - b) Proven experience of at least 5 years in Freshwater Ecology, Molecular Biodiversity and Functional Ecology
    - c) Other relevant elements considered by the jury
5. **Formalization of the applications:** The applications are formalized through an application addressed to the Rector of the University of Minho, under the terms defined in the attached template.
  - 5.1. The application shall be accompanied by documents proving the conditions laid down in points 5 and 8:
    - a) Copy of certificate or degree diploma;
    - b) Detailed *curriculum vitae* structured according to the items in point 9;
    - c) Proof of professional experience (if applicable);
    - d) Motivation Letter;
    - e) Name and contact of 2 senior researchers available to provide references about the candidate
    - f) Copy of the 3 most relevant publications;
    - g) Other relevant documents for the evaluation of the qualification in related scientific area;
    - h) Any other documents that the applicant considers relevant, namely for the assessment of the information referred to in section 2 of article 5 of the RJEC.

The candidates submit the application and supporting documents, in PDF format, obligatorily, by electronic means, to the address [cbma\\_sec@bio.uminho.pt](mailto:cbma_sec@bio.uminho.pt), by the deadline for submission of applications defined in this notice, indicating in "Subject" the Ref. CTTI-130/18-CBMA(1).

5.2. False statements provided by the candidates shall be punished by law.

6. **Members of the Jury:** The selection jury, approved at the meeting of the Scientific Council of 23/10/2018, has the following composition, according to article 13 of the RJEC:

- a) Chairman: Maria Cláudia Gonçalves Cunha Pascoal, Assistant Professor at the Department of Biology of the School of Sciences of the University of Minho.
- b) Effective Member. Fernanda Maria Fraga Mimoso Gouveia Cássio, Associate Professor with habilitation at the Department of Biology of the School of Sciences of the University of Minho.
- c) Effective Member: Célia do Sacramento Pais, Associate Professor with habilitation at the Department of Biology of the School of Sciences of the University of Minho.
- d) Substitute Member: Pedro Teixeira Gomes, Assistant Professor at the Department of Biology of the School of Sciences of the University of Minho.
- e) Substitute Member: Bruno Branco Castro, Assistant Professor at the Department of Biology of the School of Sciences of the University of Minho.

7. **Rules of operation of the Jury:** The jury shall deliberate by means of a nominal vote based on the selection criteria adopted and published, and abstentions shall not be allowed.

7.1. The jury meetings will be documented in written minutes, containing a summary of what has taken place, as well as the votes cast by each of the members and their reasons, being provided to the candidates whenever requested.

8. **Admission and exclusion:** Candidates who formalize their application incorrectly or who do not prove the admission requirements required in points 5 and 5.1 are excluded from admission to the competition of this invitation to tender. The jury has the power to require any candidate, in case of doubt, to present documents proving their statements.

8.1. The exclusion decision shall be notified to the applicants by email for preliminary hearing to the interested parties.

8.2. After the deadline for the exercise of the right of hearing of the interested parties, the jury appreciates the allegations offered and, if it maintains the exclusion decision, notifies the excluded candidates by email with delivery receipt, beginning the application of the selection methods to admitted candidates.

9. **Method and evaluation criteria:** The selection method is the Scientific and Curricular Trajectory Assessment (APCC), with a weight of 70%, followed by an Interview with a weight of 30%.

9.1. The evaluation of the scientific and curricular trajectory focuses on relevance, quality, timeliness and level of internationalization:

- a) Of the scientific and technological production of the last five years considered more relevant by the candidate;
- b) From applied or practice-based research activities developed over the last five years and considered to be of greatest impact by the candidate;
- c) The activities of extension and dissemination of knowledge developed in the last five years, namely in the context of the promotion of culture and scientific practices considered by the candidate to be more relevant;
- d) From the activities of managing science, technology and innovation programs, or from experience in the observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad.

9.2. The period of five years referred to in the preceding paragraph may be increased by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

9.3. Scientific and Curricular Trajectory Assessment (APCC): The following parameters and evaluation criteria are considered: HA - Academic Qualifications; PC - Scientific and Technological Production; AI - Research, Extension and Management Activities; CM - Motivation Letter. The final classification of the APCC is obtained by the following formula:

$$\text{APCC} = 0.2\text{HA} + 0.3\text{PC} + 0.3\text{AI} + 0.2\text{CM}$$

**HA** evaluates the candidate's training area: PhD in Biological Sciences, Ecology, Molecular Genetics, HA = 5 values; PhD in related fields, HA = up to 4 values.

**PC** corresponds to the evaluation of the scientific and technological production of the last five years obtained by the formula  $0,6\text{PQ} + 0,4\text{PV}$ . PQ corresponds to the quantitative evaluation of publications in ISI / SCOPUS journals: in the subfield of science of the profile, PQ = up to 5 values; publications in related subfields, PQ = up to 3 values; publications in other subfields, PQ = 0 values. PV corresponds to the qualitative evaluation of up to 5 articles to be provided by the candidate and a synopsis presented by the candidate on the relevance of the publications in the project area, PV = up to 5 values.

**AI** corresponds to the evaluation of research, extension and management activities carried out in the last five years. This parameter includes: (i) the supervision of masters, doctorates and postdoctoral studies; (ii) coordination and participation in R&D projects, services, and technology transfer; (iii) participation in activities of science management and dissemination of knowledge, including the organization of conferences, symposia and scientific cooperation activities. Activities in the subfield of science of the profile, AI = up to 5 values; activities in related subfields, AI = up to 3 values; activities in other subfields, AI = 0 values.

**CM** - Motivation letter describing the relevance of the scientific trajectory to the profile and personal career goals: CM = up to 5 values.

- 9.4. The classification obtained in the Evaluation Parameters is expressed in the numerical scale of 0 to 5 values.
- 9.5. The classification of each candidate is obtained by the average of the classifications of each one of the elements of the jury. In the event of a tie, the decision of the tiebreaker shall rest with the chairman of the jury.
- 9.6. Candidates with an absolute merit score lower than 4.3 points in the APCC are considered immediately excluded.
- 9.7. For candidates with a Scientific and Curricular Trajectory Assessment (APCC) equal to or greater than 4.3 points, the evaluation process includes an Interview (ENT).
- 9.8. The purpose of the Interview (ENT) is to obtain explanations about the curricular elements and additional information, as well as to evaluate the attitude profile, critical sense and the motivation of the candidate.
- 9.9. The Interview (ENT) will last 15-minute, and the global assessment will be expressed on the numerical scale of 0 to 5 values.
- 9.10. Candidates who score less than 4.5 points taking into account APCC (70%) and ENT (30%) will be excluded after this phase.
- 9.11. The position may only be awarded to candidates whose final grade is 4.5 or higher.
10. **Order of candidates:** The order of the candidates must be based on the evaluation made according to the evaluation criteria contained in this announcement.
  - 10.1. After completion of the application of the evaluation criteria, the jury will draw up an orderly list of successful candidates with their classification.
  - 10.2. The final classification of the candidates is expressed in the numerical scale of 0 to 5 values, being the classification obtained through the weighted average.
11. **Participation of interested parties and decision:** The final ordering project is notified to the candidates, by email with receipt of delivery of the notification, to pronounce for the purpose of preliminary hearing to the interested parties, pursuant to article 121 and following of the Code of Administrative Procedure.
  - 11.1. At the hearing of the interested parties, the jury appreciates the allegations offered and approves the final ordering list of the successful candidates. Within 90 days, from the deadline for submission of applications, the final decisions of the jury are given.
  - 11.2. The final decision of the jury is approved by the Rector of the Universidade do Minho that also decides on the hiring.
12. **Publication of results:** The list of admitted and excluded candidates, as well as the final ranking list of the successful candidates are publicized on the University of Minho's website, and the candidates are notified by email with receipt of delivery of the notification.
13. The present tender is exclusively destined to fill the indicated vacancies and may be terminated until the homologation of the final ranking list of candidates and expires with the respective occupation of the jobs on offer.

14. The present announcement was approved by the jury of the tender at its meeting on 07/11/2018, according to the minutes of the meeting approved therein.

15. **Non-discrimination and equal access policy:** The University of Minho actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, beneficiary, disadvantaged or private of any right or exemption from any duty owing, in particular, to ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.

15.1. Pursuant to section h) of article 9 of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in accessing employment and professional advancement, scrupulously any form of discrimination.

16. The selection of the candidates to be hired will be conditional, with the corresponding labour contracts being executed depending on the availability of the budget and corresponding funding under the aforementioned legislation and the regulations and rules established by the Foundation for Science and Technology (FCT).

The Rector, Professor Doctor Rui Vieira de Castro

ANNEX

APPLICATION

Dear Rector of Universidade do Minho

Name (...), birthdate (...), VAT N°. (...), identification card no. (...), address (...), Postal code (...), Mobile Phone no. (...), email address (...), literary abilities (...), hereby requests that you kindly accept my application for the international competition for recruitment in the form of an uncertain term contract under the Labor Code and Decree-Law No. 57/2016 of 29 August, as amended by Law no. 57/2017, of 19 July, of 1 doctoral position in the scientific areas of Biological Sciences, according to a notice published in the Diário da República no. \_\_, 2nd series, of \_\_/\_\_/\_\_, with Ref. CTTI-130/18-CBMA (1)

Further declares that it agrees to receive by email the communications and notifications resulting from the present selection tender procedure.

Find attached the following documents: xxx

(Place and date)

(Signature)