



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

**Reference:** ICETA 2019-48

**Main research field:** Biological Sciences

**Sub research field:** Evolutionary biology

1. In a meeting held on the 24th July 2018, the Board of Directors of ICETA, has decided to open an international call for PhD holder Researchers, under a work contract for a non-fixed term. This announcement is intended to 1 (one) research position (**Reference ICETA 2019-48**) on the project: “DEEP - Deforestation and Evolutionary Ecology of Parasites - Impacts of anthropogenic pressures on bird populations and infectious diseases in an insular context”, with the reference PTDC/BIA-EVL/29390/2017, financed by national funds (FCT/MCTES), in the area of Biological Sciences and sub-area of Evolutionary biology, under a work contract for a non-fixed term, aiming at developing studies focused on the effects of deforestation and agriculture on host-vector-parasite interactions in insular populations.

2. Applicable Legislation Decree-Law no. 57/2016 of August 29th, amended by Law 57/2017 and Regulatory Decree No. 11- A / 2017 which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC); Portuguese Labour Code, approved by Law 7/2009 of February 12, in its actual form.

3. Pursuant to article 13 of RJEC, the tender selection panel is formed by: Claire Loiseau (Researcher at ICETA, President of the selection panel by delegation of the Director of ICETA), Martim Melo (Researcher at ICETA) e Rita Covas (Researcher at ICETA).

4. The workplace shall be at CIBIO-InBIO in Vairão.

5. The gross monthly salary entitle is stipulated in clause 1 a) of article 15 of the Regulatory Decree No. 57/2016, of August 29th, amended by the law nº 57/2017 of July 29th, corresponding to level 33 of the Consolidated Table of Allowances, as approved by Government Order No. 1553-C/2008, of December 31st, being 2,128.34 Euros.

6. Application can be submitted by any national, foreign and stateless candidate(s) holding a doctorate degree in Biological Sciences and related area and a scientific and professional curriculum whose profile is suited for the activity described below (item 7). In case the doctorate degree was awarded by a non-Portuguese higher education institution it must comply with the provisions of Decreto-Lei n.º 66/2018, de 16 de Agosto, and all formalities established therein must be complied with at the signature of work contract.

7. The tender admission general requirements are those defined in the previous point 6, and additional specific requirements are:

- (1) Knowledge about host-parasite co-evolution (knowledge about avian parasites would be a plus but is not required)
- (2) Strong experience in laboratory techniques (extraction and DNA amplification) and in DNA metabarcoding and library preparation with proven record of next generation sequence (NGS) data analysis
- (4) Experience in statistical analysis
- (5) Fluency in English (both written and oral)

All of which are demonstrated through a complete record of publications, communications at international congresses and involvement in research projects.

**8.** Pursuant to article 5 of RJEC, the selection is to be made based on the evaluation of the scientific and curricular career of the candidate.

**9.** Scientific and curricular career evaluation focuses on relevance, quality and up-to-datedness:

- a) of scientific, technological, cultural or artistic production in the last five years, considered most relevant by the candidate;
- b) of research activities, fundamental or applied science, developed in the last five years, considered of higher impact 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 activities of science management, technology and innovation programs, or of experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad.

**10.** 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 paternity leave, long-term serious illness, and other legal situations of unavailability to work.

**11.** Evaluation criteria are the following:

The evaluation of the CV of the candidates, in particular the scientific merit and research experience will take into consideration the elements presented for the last five years of activity falling within the scope of the specific areas of the tender (see Points 1 and 7) and will be performed according to the following criteria:

**11.1** Integrated assessment of the curriculum trajectory of the candidate, based on an overview of their scientific merits, namely:

- I. overall scientific coherence of the CV – 15%
- II. diversity and quality of scientific indicators, including relevant published peer-reviewed articles and abstracts in the specific areas of announce (see point 1) - 10%
- III. relevant scientific work experience - 25%

**11.2** Relevant experience, proved in CV, in:

- I. Host-parasite interactions and community ecology - 25%
- II. DNA Metabarcoding (NGS) - 25%

**12.** The evaluation process includes an interview with the three best candidates considering their curriculum and scientific development, following which the jury members should stimulate an open debate on aspects related to the results of the previous research. The final classification to be indicated by each member of the jury consists of: 90% based on the curricular evaluation and the scientific course and 10% based on the interview.

**13.** Candidate final classification system shall be given based on a scale 0 to 100.

- 14.** The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.
- 15.** Minutes of panel meetings shall be executed and include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever required.
- 16.** After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.
- 17.** Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.
- 18.** Application formalization:
- 18.1** The applications are formalized at the electronic address <http://www.cibio.pt> with following documents in a digital form, in PDF format:
- i) Curriculum vitae;
  - ii) Motivational Letter;
  - iii) Qualifications Certificate;
  - iv) Other documentation that the candidate considers relevant.
- 18.2.** The application period is from **08/05/2019 to 29/05/2019**.
- 19.** All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.
- 20.** False statements provided by the candidates shall be punished by law.
- 21.** Both admitted and excluded candidate list and final classification list shall be published at the address of ICETA (Praça Coronel Pacheco nº 15-6º andar, Porto), in the website of the Institute and the selected candidate shall be notified by email.
- 22. Preliminary Hearing and Final Decision Deadline:** After publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 working days, from response period deadline.
- 23.** This tender is exclusively destined to fill this specify position and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said position.
- 24.** Non-discrimination and equal access policy: ICETA actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

**25.** The panel has approved this announcement in meeting held on 09/04/2019.

**26.** According to Decree-Law no. 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication/expression means to be used during selection period on their application form, under the regulations above.