



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

Reference: ICETA 2020-45

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 2020-45**) to pursue scientific research activities in the project “SALOMICS: Genetic and ecological drivers of reproductive mode shifts in salamanders: a comparative approach”, with the reference PTDC/BIA-EVL/28475/2017, funded by National Funds through FCT/MCTES, in the areas of Biology, Ecology and Evolution, under a work contract for a non-fixed term, aiming at the development of research activities related to the study of reproductive and colour polymorphisms in salamanders, namely with respect to its ecological implications and its genetic basis.

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: Guillermo Velo-Antón (Auxiliary Researcher, CIBIO/InBIO; President of the selection panel), José Melo Ferreira (Auxiliary Researcher, CIBIO/InBIO) and Miguel Carneiro (Auxiliary Researcher, CIBIO/InBIO).

4. The workplace shall be at CIBIO – Research Centre in Biodiversity and Genetic Resources, Campus Agrário de Vairão, Rua Padre Armando Quintas, Vairão, Portugal.

5. Monthly remuneration to be paid is the one set by article 23 (3) of RJEC, corresponding to level 33 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31st, i.e. 2.134,73 Euros.

6. Application can be submitted by any national, foreign and stateless candidate(s) holding a doctorate degree in Molecular Genetics and related areas, 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:

- a) Demonstrated scientific and/or professional experience in the area of Evolutionary Biology, with a preference for genes involved in reproduction and/or colouration.
- b) Demonstrated scientific and/or professional experience in genomic data analysis (transcriptomics, ddRADseq and exome capture)
- c) Demonstrated scientific and/or professional experience in landscape genomic analysis

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 Point 1) 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) - 25%

III. participation in research projects and students supervision - 10%

11.2 Relevant experience, proved in CV, in:

I. Laboratorial skills in molecular genetics (DNA extraction; library preparation) – 15%

II. Population genetics and bioinformatic analyses (transcriptomics, ddRADseq and exome capture) – 25 %

III. Analytical skills in the field of landscape genomics– 10%

12. In the case of admitted candidates whose evaluation does not differ more than 10% from that obtained by the best positioned candidate, the jury will interview these candidates. This will be aimed at obtaining clarifications and explanations about the curricular elements and additional information as well as to evaluate the attitude profile and motivation of the candidate.

The final score of each jury member is obtained by the following assessment: 90% scientific and curricular career evaluation and 10% 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 relevant documentation
- 18.2.** The application period is from **19/11/2020 to 03/12/2020**.
- 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 in the website of the Institute, in address Praça Coronel Pacheco nº 15-6º andar, Porto 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 a meeting held on 12/11/2020.
- 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.