



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

**Reference:** ICETA 2021-04

**Main research field:** Biological Sciences

**Sub research field:** Ecology; Environmental Sciences; Conservation Biology

1. In a meeting the Board of Directors of ICETA, decided to open an international call for PhD holder Researchers, under a work contract for a non-fixed term. This announcement is intended for 1 (one) research position (**Reference ICETA 2021-04**) on the project “UNRAVELING THE DRIVERS AND IMPACTS OF INVADERS IN A CHANGING WORLD” with reference PTDC/BIA-ECO/0207/2020 , supported by national funds by FCT / MCTES, to pursue scientific research activities in the area of Biological Sciences, sub-areas of Conservation Biology and Ecology, under a work contract for a fixed term, in order to develop activities in the project in the area of Invasion Science and related topics.

The candidate will integrate the project team that will look at the drivers and impacts of invasive species worldwide, considering the whole invasion pathway, from transport to establishment. UNRAVEL aims to harness knowledge from invasion ecology to support invasive species policy and management under global change, using innovative and integrated multidisciplinary approaches for quantifying invasion risk of all traded groups of terrestrial vertebrates. Research goals of the project include reviewing species traits relevant for invasion success; identifying species traits selected for trade, introduction, establishment and spread; and predicting new invasive alien species (IAS) under future environmental, political and socioeconomic scenarios. Hence, the candidate will be responsible for performing data collection on the i) potential global distribution of currently traded alien terrestrial vertebrates, along with climate and land-use suitability; ii) most relevant traits for exploring biological invasions by terrestrial vertebrates, using multiple existing sources; in order to afterwards i) analyze species traits filtered along the invasion pathway, using records on trade, introductions, establishment and spread. The candidate will also analyze the species traits filtered along the invasion pathway, and design, test and apply choice experiments to investigate if trait-based approaches can accurately predict species traits demanded by exotic pet consumers. Finally, the candidate will consider land-use and climate projections, along with socioeconomic and geopolitical scenarios across supplying and demanding countries to comprehensively estimate how wildlife trade and biological invasions may change in the future. We expect the candidate to propose and lead research within the scientific scope of the project, exploring new research ideas and goals, which should result in scientific publications. The candidate

should also be able to contribute to both scientific and financial project reporting and participate in project meetings, workshops and conferences both in Portugal and abroad.

**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 to be formed by: Luís Reino (acting as chairperson by delegation of President of ICETA, researcher at CIBIO), César Capinha (researcher at IGOT) and Ricardo Rocha (researcher at CIBIO).

**4.** The workplace will be at CIBIO-InBIO branch located at the Instituto Superior de Agronomia, School of Agriculture, Lisbon, Portugal. Periodic stays at campus of Vairão will also be required.

**5.** The gross monthly salary entitlement 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 2.134,73 Euros.

**6.** Application can be submitted by any national, foreign and stateless candidate(s) holding a doctorate degree in Biological Sciences or related scientific 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 foreign higher education institution, it must comply with the provisions of Decree-Law no. 341/2007 of October 12th, 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, along with the following specific requirements: The candidate should have experience in various areas of Invasion Science, from ecology to the social sciences, validated by the (co)authorship of scientific papers in international peer-reviewed journals. Additionally, the candidate should have experience in collecting, compiling and analyzing geographic, land-use, climate and vertebrate trait datasets; a strong quantitative background in ecological science, including experience in ecological modelling using the programming language R and experience with geographic information systems such as ArcGIS or QGIS. The candidate should also have relevant experience in statistical analysis such as CART, Random Forests, GAM, GLM and mixed models, which should be attested through peer-reviewed publications. Experience in species distribution modelling is also desired, especially if acquired through

prestigious courses. Ideally, the candidate should also have experience in administering online surveys, which should also be validated by at least one peer-reviewed publication as the first author. The successful candidate should thus have a solid publication record that includes publications in invasion science, vertebrate ecology and conservation journals. Excellent speaking and written knowledge of English is required. The candidate should feel comfortable in multinational contexts and be able to communicate with researchers with different academic backgrounds (e.g., ecologists, biogeographers, statisticians, social scientists). Experience in other projects in Invasion Science will be valued, as well as the ability to organize international scientific/management meetings.

**8.** Under the terms of article 5 of the RJEC, the selection is made through the evaluation of the scientific and curricular path of the candidates.

**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 and adequacy of the CV (15%)

II. Diversity and quality of scientific indicators within the scope of the research area (see point 1) -

30%

III. Participation in research projects, students supervision and international event organization- 5%

**11.2.** Relevant experience in:

I. Geographic, climate and trait data collection, compilation and analysis using R and Geographic Information Systems (GIS)- 15%

II. Writing of scientific papers - 20%

III. Experience in Invasion Science, including ecology and social sciences - 15%

**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 **05/03/2021 to 18/03/2021.**

**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 04/03/2021.

**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 honor, 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.