

Public Notice no. 15682/2018

ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR THE HIRING OF A RESEARCHER PURSUANT TO ARTICLE 23 OF DECREE-LAW NO. 57/2016 OF 29 AUGUST, AMENDED BY LAW No. 57/2017 OF JULY 19.

1. By decision of the Vice-President of the Polytechnic Institute of Coimbra, Prof. José Gaspar, on the 17th August 2018, it was deliberated to open an international selection tender for one vacancy of a researcher in the scientific area of Plant Ecology, a fixed-term public service work contract regime with the duration of three years, automatically renewable for one-year periods up to maximum of six years, for performing the duties of investigator in project Wildgum II - Understanding the processes of naturalization of *Eucalyptus globulus* in Portugal through the use of remote sensing and genetic markers (POCI-01-0145-FEDER-030435).
2. The present tender will be open for the period of 15 week days, starting after the publication in the official journal of the Portuguese Government (Diário da República).
3. Legal framework: Decree-Law No. 57/2016, 29th August, amended by Law No. 57/2017 of 29 August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all areas of knowledge (RJEC). General Public Service Labour Law (LTFP), approved in annex to Law no. 35/2014 of 20th June, under its current wording.
4. Pursuant to article no. 16 of Decree-Law No. 57/2016 of 29 August, amended by Law No. 57/2017, this tender procedure shall be exempt from the authorization given by the Government members in charge for Finances and Public Administration, namely the authorization mentioned on no. 3 of article no. 7 of LTFP; and from obtaining a prior favourable opinion from the Government members in charge for Finances and Public Administration, mentioned on no. 5 of article no. 30 of LTFP, and the recruitment process for workers in a requalification position, mentioned on article no. 265 of LTFP.
5. Pursuant to article no. 13 of RJEC, the tender selection jury shall be formed by:
Chair: Joaquim Sande Silva (PhD), Coordinator Professor at the College of Agriculture of the Polytechnic Institute of Coimbra. Members: Nuno M. G. Borralho (PhD, Director of the RAIZ Research and Consulting Department, Francisco Manuel Cardoso Castro Rego (PhD), Coordinator of the Center for Applied Ecology Professor Baeta Neves, Joana Raquel Silva Vicente (PhD), post-doc research fellow at CIBIO-InBIO, University of Évora.
6. The workplace will be the College of Agriculture of the Polytechnic Institute of Coimbra.
7. The gross monthly remuneration is defined in article 15 of Law no. 57/2017, of July 19th and corresponds to the first remuneration position of the initial level provided for in article 2 Of Decree No. 11-A / 2017 of December 29, corresponding to level 38 of the single remuneration table, approved by Decree No. 1553-C / 2008, December 31 (2.385,80€).
8. Any national, foreign or stateless candidate who holds a PhD in Forest Science, Biological Science or related fields with a scientific and professional curriculum that reveals an adequate profile to the activity to be developed, can submit an application. If the PhD was awarded by a foreign higher education institution, the degree must comply with the provisions of Decree-Law no. 341/2007 of 12th October, and all formalities established therein must be complied at the application deadline.
9. General tender admission requirements are those set by article no. 17 of LTFP and special requirements set by the previous section.
10. According to article 5.º of RJEC, candidate selection will be based on the assessment of the scientific and professional curriculum of the applicant.
11. The scientific and curricular assessment will be based on the relevance, quality and currentness:

- a) Of the scientific, technological, cultural or artistic production in the last five years, deemed most relevant by the candidate;
 - b) Of the applied research activities developed in the last five years, deemed most impactful by the candidate;
 - c) Of the 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) On activities of scientific management and technological innovation programmes in Portugal or abroad.
- 12.** The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is motivated by socially protected circumstances like parental leave, long-term serious illness, and other legal situations of unavailability to work.
- 13.** The assessment of the candidate focuses on his scientific and curricular path, as well as his motivation, taking into account the following criteria:
- A – Knowledge and skills in ecological modelling of plant communities;
 - B – Knowledge and skills in genetic analysis;
 - C – Knowledge and skills in remote sensing;
 - D – Capacity to supervise and coordinate a project of scientific research;
 - E – Capacity to lead scientific papers, indexed by the ISI web of science
- 14.** The best five candidates will be submitted to an interview (criterion F) considering the previous criteria on their scientific CV, for which the jury should promote an open debate about the contents and innovative character of the CV.
- 15.** The final score (CF) is expressed in a scale from 0 to 5 points according to the following equation: $CF = 0.25*A + 0.15*B + 0.1*C + 0.15*D + 0.15*E + 0.2*F$.
- 16.** The jury shall deliberate by means of a nominal vote based on the selection criteria adopted and published, and abstentions are not allowed.
- 17.** Minutes of panel meetings will be issued and should include a summary of the meeting, as well as of all votes casted by the members and respective reasoning, to be provided to candidates whenever required.
- 18.** After the selection the panel will prepare a sorted list of approved candidates and respective classification.
- 19.** The final decision of the jury is approved by the maximum leader of the institution that also has to decide on the hiring.
- 20.** Formalization of applications:
- 20.1.** Applications should include a requirement addressed to the President of the Jury with the following information: identification of this announcement, the complete name of the applicant, name of both parents, number and issue date of the Identity card/passport or number of civil identification, VAT/tax number, date and place of birth, civil status, profession, residence and contact address, including the electronic address and phone number.
- 20.2.** The application should be accompanied by documents proving the conditions laid down in points 7 and 8 for admission to this tender, in particular:
- a) Copy of degree certificate;
 - b) PhD thesis;
 - c) Detailed curriculum vitae, structured in accordance with items 10 and 12;
 - d) Other relevant documents.
- 21.** The candidates should send their requirements and remaining documents in pdf format to jss@esac.pt. All candidates will be notified of the reception of their application.

- 22.** Candidates who submit 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 jury is entitled to request any candidate to present further documentation supporting their statements.
- 23.** False statements provided by the candidates shall be punished by law.
- 24.** Both admitted and excluded candidate list and final classification list will be posted in the website of the Polytechnic Institute of Coimbra. Candidates will be notified of the decision by e-mail.
- 25.** Preliminary Hearing and Final Decision Deadline: pursuant to article no. 121 of the Administrative Procedure Code, after notified, all candidates will have 10 working days to respond. Jury's final decisions are pronounced within a period of 30 days, from application deadline
- 26.** The present competition is exclusively destined to fill the vacancy indicated and may be terminated until the homologation of the final ranking list of candidates and expiring with the respective occupation of the job on offer.
- 27.** Non-discrimination and equal access policy: The Polytechnic Institute of Coimbra 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.
- 28.** Pursuant to Decree-Law no. 29/2001 of 3rd of February, disabled candidates shall be preferred in a situation of equal classification, and the preference supersedes any other 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.

23.10.2018 – The Vice President of the Polytechnic Institute of Coimbra, José de Jesus Gaspar