

## Public Notice

I publicly announce that, by my order of 21/11/2019, use of competence delegated by order n.º 7301/2017, of 18th august, an international selection tender is open for a research position in the scientific area of Remote Sensing, under the 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) is hereby open for 10 working days following the publication of the present notice in Diário da República [Official Journal of the Portuguese Republic]. The stated position will be held under a public service employment contract of specified duration to the Polytechnic Institute of Coimbra.

1 – Applicable law: Decree no. 57/2016, of 29 August, Law no. 57/2017, 19 July, both in its latest version, Regulatory Decree no. 11-A/2017, of 29 December and Lei Geral do Trabalho em Funções Públicas [Public Employment Act] approved in annex to Law no. 35/2014 of 20th June, in the last version.

2 – Workplace: College of Agriculture of the Polytechnic Institute of Coimbra

3 – Job description, remuneration and duration:

3.1 - Job description: the PhD researcher will develop work mostly related with remote sensing in order to obtain spatio-temporal information on the dynamics of the natural expansion of eucalypts. With that purpose the researcher will use remotely sensed imagery from different origins, namely satellite imagery and drone images. Afterwards these images will be processed and analysed in order to obtain information, as accurately as possible, on the stand size, on potential seed source locations and on the best sampling strategy to obtain material for genetic analysis. The researcher will plan the field and the office work, using the resources made available by the project coordinator.

3.2 - Gross monthly wage: 2.385,80€, corresponding to level 38 of the single remuneration table, approved by Ordinance no. 1553-C/2008, of 31 December.

3.3 - Duration: three-year contract, which may be renewed for periods of one year up to a maximum of 6 years, accordingly to Decree no. 57/2016, of 29 August, in its latest version.

4 – Admission Requirements:

4.1 – General requirements: Applicants shall be at least 18 years of age or older, not be inhibited to holding a job in the public sector nor forbidden to perform the intended position; applicants shall also be in good health and possess the psychological profile required for the job and shall meet the compulsory vaccination requirements, in accordance with Article 17 of Law no. 35/2014, of 20 June, in its latest version.

4.2 – Special requirements: By the end of the deadline for the submission of applications, the applicant should hold a PhD degree and have a scientific and professional curriculum that reveals good remote sensing skills. Candidates holding foreign qualifications must prove recognition of their doctoral degree in accordance with applicable law, and any formalities established therein must be completed by the deadline for the application.

5 – Form, deadline and language of application: The application is submitted by e-mail to [candidaturas.rh@ipc.pt](mailto:candidaturas.rh@ipc.pt), up to the deadline, and the application documents must be submitted in Portuguese or English.

6 - Instruction of application:

6.1 - The application must be submitted for admission to the competition, addressed to the President of the Polytechnic Institute of Coimbra, which must include the following elements: full name, date and place of birth, ID number / ID card citizen or foreign civil identification document (EU) / passport, residence, telephone number, e-mail address, indication of the competition to which you are applying, with explicit indication to the notice with reference to the Diário da República in which it was published, as well as list of accompanying documents.

6.2 - The application must be accompanied, under penalty of exclusion, by the following documents:

- a) Detailed curriculum vitae, and structured according to the items of point 7;
- b) Copy of the certificate of qualification;
- c) PhD thesis;
- d) Other relevant documents for the assessment of qualification in related scientific area;
- e) Other relevant documents;
- f) Declaration, under oath, that the applicant meets the requirements for establishing a public employment bond set out in section 4.1;
- g) Declaration, under oath, that all the information and documentation included in the application is authentic, without prejudice to the effective proof, whenever requested;
- h) Candidates may request, if they so wish that the five-year period referred to in point 7 of this notice is to be extended by the selection board when it is justified in suspending scientific activity for socially protected reasons, in particular on grounds of parental leave, illness severe illness, and other situations of unavailability for work legally protected.

6.3 - Candidates who incorrectly formalize their application or who do not prove the requirements of this competition are excluded from admission to the competition. The jury is entitled to require any candidate, in case of doubt, to submit supporting documents for their statements.

6.4 - False statements made by candidates will be punished under the law.

6.5 - The list of admitted and excluded candidates as well as the final classification list will be published on the website of the Polytechnic Institute of Coimbra. Applicants will be notified by email.

7 – Assessment methods and criteria: Pursuant to Article 5 of Law no. 57/2016, of 29th August, a selection made through the evaluation of the scientific and curricular path (with 90% weighting) and interview ( weighting 10%):

7.1 - The scientific and curricular assessment will be based on the relevance, quality and currentness:

- a) Of the scientific, 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, deemed most relevant by the candidate;
- d) Of activities of scientific management and technological innovation programmes in Portugal or abroad.

7.2 - In the evaluation of the candidate's scientific and curricular path, the following requirements will be included, scored from zero to five:

- A – Knowledge and skills in remote sensing;
- B – Knowledge and skills in ecological modelling of plant communities;
- C – Capacity to supervise and coordinate a project of scientific research;
- D – Capacity to lead scientific papers, indexed in the Web of Science.

7.3. The interview (ranked from zero to five) will take place with the top five candidates (ranked according to the previous candidates) to be selected by the jury about their scientific background, following which, members of the jury should use a open debate about its content and innovative character.

8 - The final score (CF) is expressed in a scale from 0 to 5 points according to the following equation:

$$CF= 0.35*A+ 0.15*B+ 0.20*C+0.20*D+0.10*E$$

9 - The jury deliberates by roll call based on the selection criteria adopted and disclosed, with no abstentions allowed.

10 - Minutes of the jury meetings will be drawn up, containing a summary of what happened in them, as well as the votes casted by each member and the reasons for them, and will be available to candidates whenever requested.

11 - Upon completion of the application of the selection criteria, the jury will draw up an ordered list of successful candidates with their classification.

12- 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:

Francisco Manuel Cardoso Castro Rego (PhD), Associate Professor with agregation in Instituto Superior de Agronomia (ISA), School of Agriculture

Nuno M. G. Borralho, Diretor do Departamento de Investigação e Consultoria Florestal do RAIZ;

Joana Vicente, postdoctoral fellow at the Institute of Sciences, Technologies and Agroenvironment of the University of Porto.

This Public Notice will be published in Portuguese in Diário da República, 2nd Series, and on the website Bolsa de Emprego Público (Governmental Public Employment Portal), as well as in both Portuguese and English on the Polytechnic Institute of Coimbra website (<https://www.ipc.pt/pt/o-ipc/recursos-humanos/emprego-publico/procedimentos-concursais>) and on the pan-European Researcher's Mobility Portal (<http://www.eracareers.pt/>).

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.

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.

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