

## ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR (1) DOCTORATE JUNIOR RESEARCHER HIRING

Reference: REMEDIGRASS – IA-2020-032

A competition is open for the attribution of 1 work contract vacancy to an PhD Researcher in the framework of the project REMEDIGRASS - Seagrass beds as green and blue infrastructures for ecosystem restoration, reference reference PTDC/CTA-AMB/29647/2017, POCI-01-0145-FEDER-029647, within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), supported by FEDER through “Programa Operacional Competividade e Internacionalização” - COMPETE 2020 and by Fundação para a Ciência e a Tecnologia, I.P., through national funds:

1. Scientific area: Ecology (Biodiversity and Conservation)

2. Eligibility Requirements:

- The candidate must hold a PhD degree in Biology, Ecology, Marine/Aquatic Science or akin areas;
- Demonstrated experience in ecology of estuarine communities (with emphasis on seagrass beds, benthic invertebrate communities and ecosystem functioning in general);
- Proficiency in English and demonstrated experience in writing publications in international scientific journals in English, with high impact factor (Q1) in the areas relevant for the project (e.g. aquatic sciences, marine biology, ecology), focused on the last 5 years, except for maternity/paternity leaves or serious illness that impacted the candidate’s scientific activity, in which case an extension will be considered;

In the event the doctorate degree was awarded by a foreign higher education institution, said degree must comply with the provisions of Decree-Law no. 66/2018 of 16th August until the signature of the contract.

3. Work Plan:

The selected candidate will join our team under the REMEDIGRASS project. Project REMEDIGRASS aims to use seagrass bed re-colonization as a green and blue infrastructure (GBI), acting as a remediation tool in historically contaminated estuarine ecosystems. The project is based on a community-based/holistic approach including fauna and flora, to evaluate the response of the ecosystem as a whole.

Specifically for this contract, the goal is to evaluate the effects of the seagrass presence on invertebrate benthic biodiversity, food web structure (through isotopic analyses) and relevance to the reduction of the contaminant biomagnification. For this, analyses that allow evaluating changes in the ecosystem functioning associated with the benthic communities, and targeted habitats will also be conducted (e.g. functional diversity, secondary production assessments, food-web, other relevant ecosystem processes).

The candidate is expected to be involved in the project management and to participate in different tasks of the project, including: a) sampling and in situ experimentation in the intertidal environment of Ria de Aveiro; b) processing and identification of the biological material; c) laboratory analyses related to the project tasks; d) compilation and data analyses (in r environment) resulting from the different tasks of the project; e) writing technical reports and scientific papers and prepare dissemination material related to the project.

4. Legislation and official rules: Decree-Law no. 57/2016 of 29th August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), updated by the Law no. 57/2017 of 19th July and Labor Code approved Law no. 7/2009 of 12th February, under its current reading and Regulatory Decree No. 11-A / 2017, of 29th December.

5. Work place: The work will be carried out at CIIMAR, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos.

6. Duration of the contract: An uncertain term work contract will be signed, starting at January 2021, under the regime of exclusivity, according to the end of the project and legal terms (articles n.º 140º, nº 1 and nº 2, h); and article n.º 148º, nº 4 – Labor Code).

7. Monthly stipend: The gross monthly salary is 2.134,73 € (two thousand one hundred and thirty-four euros and seventy three cents) according to the Single Remuneration Table (level 33), referring to the initial level - Article 2 of Regulatory Decree No. 11 / A / 2017, of 29-12; holidays, Christmas and food allowances apart.

8. Selection criteria: The contract will be awarded based on the candidates' academic curriculum and technical skills. The ranking of candidates will be performed by a global evaluation of their scientific and curricular achievements (1 - 10 values):

- i. Academic curriculum performance and experience relevant for the scientific area and the project work-plan, including participation in R&D projects (especially the areas valued in the point 2 of this notice and proficiency in computational analysis) – relative weight of 35%;
- ii. Scientific production in terms of publications and number citations in the scientific area – relative weight of 35%, especially the areas valued in the point 2 of this notice;
- iii. Involvement in activities of extension and dissemination of knowledge, promoting the practice and scientific culture, such as organization of courses, seminars and participation in conferences, especially the areas valued in the point 2 of this notice - 10 %;
- iv. Global appreciation of the motivation of the candidate in the field of research, taking into account the motivation letter and any other elements in the CV or references that can help in this regard – relative weight of 20%;

The evaluation process may include an interview, for the first 3 positions, with the only propose of clarifying aspects related to the research results, with a relative weight of 10% for the total score (previous evaluation with a relative weight of 90%). Candidates will be interviewed by video conference.

The candidate with the highest score will be offered the position. The jury reserves the right to not assign the grant depending on the quality of the applications.

On the terms of the 5th article of RJEC, the selection is made through the evaluation of the scientific and curricular path of the candidates. The evaluation of the scientific and curricular path focuses on the relevance, quality and timeliness:

- a) of the scientific and technological production of the last five years considered more relevant by the candidate;
- b) of the activities of applied or practice-based research developed over the last five years and considered as having the greatest impact by the candidate;
- c) the activities of extension and dissemination of knowledge developed in the last five years, considered of greater relevance by the candidate.

The period of five years referred to in the preceding paragraph by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

9. Composition of the jury selection: Dra. Marina Dolbeth (CIIMAR, President), Dra. Vânia Freitas (CIIMAR, effective member), Dra. Ester Dias (CIIMAR, effective member), Dr. Pedro Coelho (CESAM, DBio UA, Substitute member), Dr. Francisco Arenas (CIIMAR, Substitute member).

10. Results notification: The ranking of applications will be sent by email and available in CIIMAR website; in case of disagreement, the candidates have a 10-working day term in which to contest the decision, if he/she so wishes, as provided for in the Código do Procedimento Administrativo in a preliminary hearing setting. The jury reserves the right to not assign the contract depending on the quality of the applications.

11. Deadline for application and presentation of applications: The competition is open from **18/11/2020 until 2/12/2020**, according to Lisbon time zone. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae (including academic training and professional career, a publication list, with indication of the respective quartile according to the SJR, other relevant information in the context of the project research goals, and copies of certificates of academic degrees);
- copy of the eligibility certificates;
- motivation letter (including a brief description of research experience, and the candidates' most relevant achievements that have contributed to the development of the scientific area(s) for which this tender is open)

– contact e-mail address and phone number

Applications must be sent by email to: [rh@ciimar.up.pt](mailto:rh@ciimar.up.pt) and [mdolbeth@ciimar.up.pt](mailto:mdolbeth@ciimar.up.pt) . Applications that do not include all the elements previously indicated will not be considered.

Non-discrimination and equal access policy: CIIMAR 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 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.