

Universidade de Lisboa, Instituto Superior de Agronomia

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**INTERNATIONAL COMPETITION PROCEDURE TO CONTRACT ONE DOCTORATE
UNDER DECREE-LAW NR 57/2016 DATED AUGUST 29, WITH THE
AMENDMENTS INTRODUCED BY LAW NR 57/2017 DATED JULY 19 AND
COMPLEMENTARY LEGISLATION**

Ref. ISA nr 6/2018/SAICT2017

1 – Following the proposal of the Science Council in the meeting of September 10th 2018, and after the approval by the President of the Instituto Superior de Agronomia (ISA), entitled by the Rector of the Universidade de Lisboa, as stated by Ordinance nr 208/2018, dated October 26, an international competition procedure is open to select one doctorate to develop activities in the scientific field of Biological Sciences, with emphasis on the sub-fields of Cellular and Molecular Biology and Plant Biology, namely regarding plants of tropical origin with economic/agronomic value, for a public employment contract with term, under the scope of the programmed tasks of the project entitled “An integrated strategy to study the climate change impacts in *Coffea* spp.”, reference PTDC/ASP-AGR/31257/2017, approved under the call n.º 02/SAICT/2017 – Support System of Scientific and Technological Research (SAICT) – Projects for Scientific Research and Technological Development (IC&DT), supported by national funds through the FCT, I.P.. The intervention of the candidate in the project development will be related, namely, with Task 6 (Bioinformatics and Data Integration), constituting an integrative approach regarding the biological responses to several abiotic stress conditions of coffee genotypes. For that biomolecular and bioinformatics tools will be used to analyse the experimental results of transcriptomics, proteomics and metabolomics. The researcher to be hired will be involved as well in the remaining project Tasks, particularly in Task 2 (Transcriptomic Analysis) and Taks 4 (Proteomic Analysis).

2 – Applicable laws:

a) Decree-law nr 57/2016 dated august 29, approving a PhD contract regime established to stimulate scientific and technologic employment in all areas of knowledge (RJEC), as worded by Law nr 57/2017 dated July 19, having also in consideration the Regulatory Decree nr 11-A/2017 dated December 29.

b) The general labour law for public employment (LTFP), approved by Law nr 35/2014, July 20, in its current wording.

c) Regulation nr 999/2016 dated October 31 – Regulation of Projects Funded Exclusively by National Funds.

3 – Under the terms of article 16 of Decree-Law nr. 57/2016, dated August 29, the present competition procedure dismisses the authorization from the government members

responsible for Finances and Public Administration areas, namely the ones mentioned on number 3 of article 7 of the LTFP; and is dismissed of obtaining previous favourable consent from government members responsible for Finances and Public Administration areas, as mentioned on the number 5 of article 30 of the LTFP, and of the recruitment procedure of workers in situations of requalification, as mentioned on the article 265 of the LTFP.

4 – In accordance with the article 13 of the RJEC, the jury for this competition has the following composition:

President – PhD José D. Cochicho Ramalho (Auxiliary Researcher with Habilitation, Instituto Superior de Agronomia, Universidade de Lisboa);

Member – PhD Ana Isabel Ribeiro-Barros (Auxiliary Researcher with Habilitation, Instituto Superior de Agronomia, Universidade de Lisboa);

Member – PhD Octávio Paulo (Auxiliary Professor, Faculdade de Ciências, Universidade de Lisboa);

Member (substitute) – PhD Fernando José Cebola Lidon (Associated Professor, Faculdade de Ciências e Tecnologia, Universidade Nova de Lisboa);

Member (substitute) – PhD Paula Scotti Lorenzini Borges Campos Afonso (Auxiliary Researcher, Instituto Nacional de Investigação Agrária e Veterinária, I.P.).

5 – The work place will be located at Instituto Superior de Agronomia (Oeiras and Lisbon) and Faculdade de Ciências (Lisbon), both from Universidade de Lisboa.

6 – The gross monthly remuneration is € 2.128,34, according to number 1 of article 5 of Regulatory Decree nr 11-A/2008, dated December 29, corresponding to the level 33 of the Standard Remuneration Table, approved by the Ordinance nr. 1553-C/2008 dated December 31.

7 – The contract has the duration of 3 years, which may be renewed for 1 year periods with the maximum of 6 years, unless:

a) The Science Council of ISA requests the termination of the contract based on an unfavourable evaluation of the doctorate performance, in accordance with the School regulations, which must be communicated to the concerning person until 90 days before the end of the initial contract or its renovation.

b) By application of any of the extinction causes mentioned on the article 289 of the LTFP.

c) The public employer, or the employee, communicate the will of not renewing the contract in writing, until 30 days before the end of the initial contract or its renovation, with the consequent contract expiration.

8 – Will be considered national, foreign and stateless candidates holding a doctoral degree, in the knowledge field or speciality covering the Biological Sciences, with emphasis on the sub-fields of Cellular and Molecular Biology and Plant Biology, as well as those to whom, under the Decree-Law nr. 341/2007 dated October 12, regulated by Ordinance nr. 227/2017 of July 25,

has been granted the whole rights of the title of Doctor, or to whom, under the terms of the Decree-Law nr. 283/83 dated June 21, has been granted equivalence or the recognition of a doctoral degree, and are also holders of a scientific and professional curriculum revealing suited profile for the activities to be developed. The equivalence, degree recognition or registry of the doctoral degree must be obtained till the term of contract is signed in the case the candidate is ranked in an eligible position and has obtained the doctoral degree in a foreign country.

9 – The general admission requirements are defined by the article 17 of the LTFP and the special requirements by the previous item.

10 – Formalization of applications:

10.1 – Applications are formalized by means of an application form, available at <https://www.isa.ulisboa.pt/go/nrhFormPhD>, addressed to the President of ISA, stating the ref. of this notice, full name, identity card number and expiring date, or civil identification number, tax number, date and place of birth, profession, residence and contact address, e-mail address and telephonic contact.

10.2 – The candidate must give the consent for all communications and notifications regarding this competition procedure to be made by e-mail, to the address mentioned on the application form.

10.3 – The application must be accompanied by documentation supporting the conditions stipulated on items 8 and 9, in particular:

- i) Certificate or diploma copy;
- ii) PhD thesis or equivalent document determining the academic degree;
- iii) Detailed *Curriculum vitae*, structured in accordance with items 15 and 17, with remarks and attached copies of the works the candidate finds more relevant for both items 15 and 17;
- iv) Other documents the candidate may find relevant for the analysis of the application.

10.4 – Candidates must send the documents mentioned on items 10.1 and 10.3 in PDF format to the e-mail address nrh@isa.ulisboa.pt until the last working day before the deadline for applications, which is set at 30 working days after the Publication of this notice on the *Diário da República*, on the Public Employment Pool, on the FCT, I.P. site and on the ISA site, in both Portuguese and English languages. The candidates may, on the grounds of the impossibility or technical difficulties regarding the e-mails containing any of the documents requested on items 10.1 and 10.3, deliver those in physical support, within the time limits mentioned above, by registered post with acknowledgement of receipt, to the postal address Instituto Superior de Agronomia, Tapada da Ajuda, 1349-017 Lisboa, or by hand delivery at the same address. If the candidate's justification for not delivering the required documents electronically is not found reasonable, the President of the Jury allows a 5 working days period to the candidate to present them in digital support.

10.5 – The application form and the documents may be presented in Portuguese or English, notwithstanding the President of the Jury's right if one of its members does not dominate the Portuguese language, to demand, on a reasonable timeline, that the candidate proceeds to translate to English any documents previously presented in Portuguese.

11 – By decision of the President of ISA, all candidates who do not include the documents mentioned on item 10 will not be admitted to the competition, being immediately excluded all candidates who have not presented the complete application form or all the documents mentioned on subparagraphs i) to iii) of item 10.3, or that present de documents in a non-legible form, filled incorrectly or considered invalid. The President of ISA may also demand any candidate to present documentary evidence regarding the declarations made, in case of doubt and for the purpose of the admission to the competition.

12 – False declarations given by candidates will be punished in the terms of the current Law.

13 – Approval on absolute merit:

13.1 – The Jury will deliberate on its approval or rejection on absolute merit voting by justified roll-call, where abstentions are not allowed.

13.2 – Will be considered approved on absolute merit the candidates that obtain a favourable vote from more than half of the members of the Jury.

13.3 – Will be approved on absolute merit the candidates with a scientific and curricular background considered relevant to the scientific area(s) of the competition, and taking into account their suitability for the additional criteria mentioned on item 17.4.

14 – According to article 5 of the RJEC, the selection will result from the evaluation of the scientific and curricular path of the candidates.

15 – The evaluation of the scientific and curricular path will focus on relevance, quality and timeliness of:

a) The scientific, technological, academic and cultural or artistic production from the last five years, and considered most relevant by the candidate;

b) The activities of extension and dissemination of knowledge developed during the last five years, particularly in the context of promoting the culture and scientific practices, considered most relevant by the candidate;

c) The activities of science, technology and innovation program management, or of the experience on observing and monitoring the scientific and technological system or the higher education sector, both in Portugal and abroad.

16 – The five years period mentioned on the previous item may be increased by the Jury, upon the candidate's request, for the suspension of the scientific activity by socially protected reasons, namely by parental leave, serious or protracted illness and other unavailability motifs legally protected, when substantiated and documented.

17 – The criteria for evaluation are listed below in this number, with particular relevance to the *Curriculum Vitae* and the contributions that the candidate considers of higher importance in the last 5 years:

17.1 Quality of scientific and technological production considered more relevant by the candidate, and with relevance to the project to be developed, with a weight of **90%**, considering:

i) Scientific publications: this will take into account books, book chapters, papers in scientific journals and in proceedings of international conferences, in which the candidate was author or co-author, regarding, namely (60/90):

- The nature;
- The impact;
- The scientific/technological level and the innovation (indicate the Impact factor and quartile in *ISI data base*);
- The international collaboration;
- The importance regarding the contribution to the advance of actual knowledge;
- The importance of the representative works selected by the candidate, namely as regards its contribution to the development and evolution of the scientific field of the present International Competition Procedure.

ii) Creation and reinforcement of laboratory facilities/tools: this will take into account the participation and coordination of initiatives by the candidate, that resulted in the creation or reinforcement of laboratory experimental and/or computational infra-structures/tools to support research (5/90).

iii) Recognition by the scientific international community: this will take in account, namely (5/90):

- Prizes of scientific societies;
- Editorial activities in scientific journals;
- Participation in editorial boards of scientific journals;
- Coordination and participation in committees of scientific meetings;
- Invited talks in scientific meetings or in other institutions.

iv) Coordination and participation in scientific projects: this will take in account the coordination and participation on scientific projects obtained in a competitive way by the candidate, regarding, namely (10/90):

- The territorial scope and its dimension;
- The technological level and the importance of the contributions;
- The innovation and diversity;
- The specific relevance for the actual project in which will be integrated.

v) Supervision of students, research probationers and grant holders: this will take in account the supervision of PhD, master and degree students, research probationers and grant holders, considering, namely, the number, quality, scope and impact scientific/technological of publications, thesis, final degree works, with emphasis with those with prizes or international recognition (10/90).

17.2 Activities of extension and knowledge dissemination, namely in the context of promoting scientific culture and practices, considered by the candidate of higher relevance under the scope of the project in which he/she will be integrated, with a weight of **5%**, regarding:

i) Scientific and technological divulgation publications: including papers in national journals and meetings, as well as other divulgation publications, taking into account its professional and social impact.

ii) Services to the scientific community and to society: this will include the participation and coordination of events of scientific and technical divulgation to:

- the scientific community, namely the organization of congresses and conferences;
- the media.

17.3 Contribution to activities management of science, technology and innovation programs, or experience in the monitoring the scientific and technological or higher education system, in Portugal or elsewhere, with relevance to the project to be developed, with a weight of **5%**, regarding:

i) Positions in the university, faculty, or research unit: considering the nature and responsibility of the position.

ii) Other positions: considering positions in national and international organizations.

17.4 In the weight of the criteria presented in numbers 0 to 0, each jury member must consider the tasks/activities to be performed by the researcher candidate under the scope of the project. Therefore, it will be considered the experience and competences in plants related to:

i) fields of cellular and molecular biology, and plant biology, with emphasis in the complementary dominium of functional genetics / systems biology, particularly the knowledge of transcriptomics, proteomics and metabolomics methodologies, as well as tools for data integration;

ii) competences in the use of bioinformatic programs (applied to Systems Biology), experience in extraction of plant RNA and proteins, preparation of cDNA libraries and analysis, including *de novo assembly*, gene expression analysis and mapping of biological pathways.

18 – The Jury, whenever finds required, may ask the candidate to present additional supporting documents to their statements, which may be relevant for the analysis and for the application classification.

19 – Assessment of the candidates:

19.1 – Each member of the Jury assigns to each candidate a score on every evaluation criteria on a scale of 0 to 100, ranking all candidates by their final classification based on the sum of all partials attributed to each criteria, taking in consideration the weighting percentage of each parameter.

19.2 – Candidates are sorted through the successive voting method mentioned on number 3 and following, of the article 20 of the General Regulation of Calls from ULisboa, published by Ordinance nr 2307/2015, dated March 5.

19.3 – The Jury decides by absolute majority, and abstentions are not allowed.

19.4 – Each candidate's final score matches its ranking position, resulting from the application of the method mentioned on item 19.2.

20 – Every Jury meeting will be compiled in a minute report, with a summary of all that took place during the meeting, as well as the votes casted by each of the members including information to substantiate them, which will be given to any candidate, when requested.

21 – The Jury's final deliberation will be approved by the President of ISA and the contract handling will be under the President of ISA responsibility, entitled by the Rector of the Universidade de Lisboa, as stated by Ordinance nr 208/2018, dated October 26.

22 – The list of admitted and excluded candidates, as well as the final ranking, will be posted at the Instituto Superior de Agronomia facilities, sited at Tapada da Ajuda, 1349-017 Lisboa, online at the Instituto Superior de Agronomia website, being all candidates notified via e-mail with delivery receipt, without prejudice to articles 110 to 114 of the Administration Procedure Code.

23 – Previous hearing and final decision deadline: after being notified, the candidates have 10 working days to submit a formal rebuttal. The jury's final decisions will be rendered within 30 days counted from the deadline for the presentation of applications.

24 – This competition addresses solely the specific vacancy filling, may cease until the candidates final list approval, and expires with the job vacancy occupation.

25 – Non-discrimination and equal access policies: Instituto Superior de Agronomia actively promotes a non-discrimination and equal access policy, under which no candidate can be favoured, befitted, hampered or deprived of any rights or exempt from duties based particularly on ancestry, age, gender, sexual orientation, marital status, family circumstances, economic situation, education, origin or social condition, genetic heritage, reduced capacity for work, disabilities, chronic disease, nationality, ethnic origin or race, region of origin, language, religion, political or ideological beliefs and trade union membership.

26 – In accordance with the Decree-Law nr 29/2001, dated February 3, candidates with disabilities will have preferential rights when with the same score as other candidates, prevailing against any other legal preference. The candidates must state on the application form, on their honour, the level of incapacity, type of disability and the means of communication/expression to be used during the selection process, under the terms of the mentioned Decree-Law.

27 – The Jury has approved this announcement in the meeting of September 3rd 2018.

30/10/2018 - O Presidente do Instituto Superior de Agronomia, Professor Doutor António Guerreiro de Brito