

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 9/2018/SAICT2017

1 – Following the proposal of the Science Council in the meeting of October, 8th of 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 research activities in the scientific fields of Biological Sciences or Agricultural Engineering or Forestry Engineering (since this is a project with a strong multidisciplinary nature) activities for a public employment contract with term, regarding development of tasks related to the evaluation of non-conventional methodologies to control the infection of *Quercus suber* by *Phytophthora cinnamomi*, under the scope of the project entitled "Unconventional approaches in our struggle against *Phytophthora* in the cork oak forest. Zooming-in on the microbiome", with the reference PTDC / ASP-SIL / 29776 / 2017, approved under the scope of Notice nr 02 / SAICT / 2017 - Support System for Scientific and Technological Research (SAICT) - Scientific Research Projects and Technology Development (IC&DT) and financed by national funds through FCT, IP.

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 LFTP, and of the recruitment procedure of workers in situations of requalification, as mentioned on the article 265 of the LFTP.

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

President – Professor Ricardo Manuel de Seixas Boavida Ferreira, Responsible Investigator (IR) of the Project in case, Full Professor of the Instituto Superior de Agronomia, of the Universidade de Lisboa (ISA/ULisboa) and member of the LEAF Research Center (Linking Landscape, Environment, Agriculture and Food Centre for Research);

Vowels – Dr. Maria Teresa Moreira Valdivieso Spínola, Co-Responsible Investigator (Co-IR) of the Project in case, and Researcher at Instituto Nacional de Investigação Agrária e Veterinária, I.P., and Dr. Maria Helena Neves Machado, Researcher at Instituto Nacional de Investigação Agrária e Veterinária, I.P.

Substitute Vowels - Professor Ana Cristina Ferreira da Conceição Ribeiro, Assistant Professor of the Faculdade de Farmácia, Universidade de Lisboa (FF / ULisboa) and member of LEAF of the Instituto Superior de Agronomia, of the Universidade de Lisboa (ISA/ULisboa) and Professor João Manuel Neves Martins, Associate Professor with Aggregation of the Instituto Superior de Agronomia, of the Universidade de Lisboa (ISA/ULisboa).

5 – The work place will be located at Instituto Superior de Agronomia, Tapada da Ajuda in Lisbon.

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 LFTP.

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 Biological Sciences or Agricultural Engineering or Forestry Engineering (since this is a project with a strong multidisciplinary nature) scientific areas or related, 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 C.V., 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 relevant documents for evaluating the qualification on related scientific area;
- v) 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 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 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 17.5.

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 applied or practice-based research activities developed during the last five years and considered as having the greatest impact by the candidate.

c) 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.

d) 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 evaluation criteria are those set out in this paragraph, with the option set out in point 17.5, and giving particular relevance to the *curriculum vitae* and to the contributions considered most relevant by the applicant in the last 5 years.

17.1. Quality of scientific, technological, cultural or artistic production, considered more relevant by the candidate, and relevant for the project to be developed, to which a weighting factor of 75% was given;

i) scientific publications: A parameter that takes into account books, book chapters, articles in scientific journals and in international conference proceedings that the applicant was author or co-author, considering:

- Its nature;
- Its impact;
- The scientific/technological level and innovation;
- Diversity and multidisciplinary;
- International collaboration;
- The importance of contributions to advancing the current state of knowledge;
- The importance of the work that has been selected by the applicant as more representative, in particular in regard to its contribution to the development and evolution of the scientific area for which the competition is open.

ii) Creation and reinforcement of laboratory resources: a parameter that takes into account the participation and coordination of initiatives by the candidate that have resulted in the creation or reinforcement of laboratory infrastructures of an experimental and/or computational nature in support for research.

iii) Recognition by the international scientific community: a parameter that takes into account:

- Awards from scientific societies;
- Editorial activities in scientific journals;
- Participation in editorial bodies of scientific journals;
- Coordination and participation in program committees of scientific events;
- Conducting lectures invited at scientific meetings or other institutions;

– Participation as a member of competitive admission scientific societies and other similar distinctions.

iv) Authorship and co-authorship of patents, models and industrial designs, taking into account their nature, territorial scope, technological level and the results obtained.

v) Coordination and participation in scientific projects: a parameter that takes into account the participation and coordination of scientific projects by the candidate, subject to competition on a competitive basis, considering:

- The territorial scope and budget;
- The technological level and the importance of contributions;
- Innovation and diversity.

vi) Dynamization of scientific activity: a parameter that takes into account the capacity of coordination and leadership of research teams demonstrated by the candidate.

vii) Supervision and guidance of students, trainees and research fellows: a parameter that takes into account the guidance of doctoral students, master's students and undergraduate students, trainees and research fellows, taking into account the number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final works, distinguishing especially the award-winning works and international recognition.

17.2. Practical or practice-based research activities considered to be of greatest impact by the candidate and relevant to the project to be developed, which was given a weighting factor of 10% considering:

(i) Vocational training and lifelong learning: a parameter which takes into account the participation and coordination of technological training actions aimed at citizens, businesses and the public sector, taking into account their nature, technological intensity and achieved results.

ii) Provision of services and integrated consultancy in the institutional mission: a parameter that takes into account the participation in activities involving the business environment and the public sector, taking into account the type of participation, the size, the diversity, the technological intensity and innovation.

iii) Conception, design and production of scientific achievements: a parameter that takes into account the value for the activities of the Institute of relevant professional experiences.

17.3. The activities of extension and dissemination of knowledge, in particular in the context of the promotion of culture and scientific practices, considered to be of greater relevance by the applicant, and relevant to the project to be developed, which was given a weighting factor of 10% considering:

i) Industrial and intellectual property.

ii) Legislation and technical standards: a parameter that takes into account the participation in the elaboration of legislative and standards projects taking into account its nature, territorial scope and technological level.

iii) Publications of scientific and technological dissemination: a parameter that takes into account the articles in national journals and conferences and other publications of scientific and technological dissemination, given its professional and social impact.

iv) Services to the scientific community and society: a parameter that takes into account the participation and coordination of initiatives of scientific and technological dissemination and taking into account the nature and the results achieved by them, when carried out together:

- The scientific community, notably by organising congresses and conferences;
- The media;
- Enterprises and the public sector.

17.4. Contribution to activities in the management of science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad, and relevant to the project to develop, which was given a weighting factor of 5% considering:

i) Positions in organs of the university, of the school, or of the research unit: a parameter that takes into account the nature and responsibility of the Office.

ii) Other positions: a parameter that takes into account the exercise of positions in national and international scientific organizations.

17.5. In the weighting of the evaluation criteria listed in paragraph 17.1, each member of the jury may consider the following additional parameters under the following conditions:

(i) Contribution to the development and evolution of the themes of pathogenic fungi and oomycetes, in particular in the case of the cork oak/*Phytophthora cinnamomi* pathosystem on the scientific areas of the research project;

ii) Contribution to the development and evolution on the use of biostimulants and boosters of plant defenses in the areas of knowledge of plant biochemistry and physiology;

iii) Contribution to the development and evolution of the methodologies of metabarcoding, metagenomics and other analyses and studies on microbiomes.

18 – The Jury may select up to three candidates approved on absolute merit, whom will be asked to make a presentation, with the sole purpose of clarifying aspects relating to results of their investigation and where the Jurors shall stimulate an open debate on its content and innovative character.

19 – 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.

20 – Assessment of the candidates:

20.1 – Each member of the Jury assigns to each one of the candidates 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.

20.2 – 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.

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

20.4 – Each candidate's final score matches its ranking position, resulting from the application of the method mentioned on item 20.2.

21 – 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.

22 – 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.

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

24 – 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.

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

26 – Non-discrimination and equal access policies: ISA 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.

27 – 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.

28 – The Jury has approved this announcement in the meeting of October, 3rd of 2018.

19/11/2018 - The President of the Instituto Superior de Agronomia, Professor António Guerreiro de Brito