



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

Job: DOCTORATE HIRING PURSUANT TO ARTICLE 23 OF DECREE-LAW NO. 57/2016 OF AUGUST 29th
Researcher (m/f)

Job/Fellowship Reference: DL-57-2016/ICETA/01

Main research field: Animal and Veterinary Sciences

Sub research field: Animal Science

Job summary:

1. The Board of Directors of ICETA decided to open an international call for 1 vacancy for a researcher with PhD to carry out work on a research project in the area of Animal and Veterinary Sciences, sub-area Animal Science, under a work contract for a non-fixed term, in order to work in the specific area of rumen microbiology.

2. Applicable Legislation Decree-Law no. 57/2016 of 29 August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC).

3. Pursuant to article 13 of RJEC, the tender selection panel shall be formed by: Maria de La Salette de Freitas Fernandes Hipólito Reis Dias Rodrigues (Faculdade de Farmácia, Universidade do Porto acting as chairperson by delegation of President of ICETA); João Luís Machado dos Santos (Faculdade de Farmácia, Universidade do Porto); Rui José Branquinho Bessa (Faculdade de Medicina Veterinária, Universidade de Lisboa); Ana Rita Jordão Bentes Cabrita (Instituto de Ciência Biomédicas de Abel Salazar, Universidade do Porto); and Vasco Augusto Pilão Cadavez (Instituto Politécnico de Bragança).

4. Workplace shall be at REQUIMTE–University of Oporto.

5. Monthly remuneration to be paid is the remuneration set by article 23 (3) of RJEC, corresponding to level 8 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31st, i.e. 1,870.88 Euros.

6. Any national, foreign and stateless candidate(s) who hold a doctorate degree in Animal or Veterinary Sciences and a scientific and professional curriculum whose profile is suited for the activity to be performed can submit their applications. 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. 341/2007 of 12 October, and all formalities established therein must be complied with at the application deadline.

7. The tender admission requirements are those defined in the previous point 6, and specific is experience with pure and mixed ruminal cultures.

8. Pursuant to article 5 of RJEC, selection is to be made based on candidate scientific and curricular career evaluation.

9. Scientific and curricular career evaluation focuses on relevance, quality and up-to-datedness: a) of scientific, technological, production in the last five years, deemed most relevant by the candidate; b) of research activities, applied or based on practical work, developed in the last five years, deemed most impactful by the candidate; c) of 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.

10. The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like paternity leave, long-term serious illness, and other legal situations of unavailability to work.

11. Evaluation criteria are the following:



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

The evaluation of the CV of the candidates, in particular the scientific merit and research experience will valorize the elements presented for the last five years of activity falling within the scope of the specific areas of the tender (see Point 1) and will be made according to the following criteria:

11.1 Integrated assessment of the curriculum trajectory of the candidate, based on an overview of their scientific merits, namely:

I. overall scientific coherence of the CV – 15%

II. diversity and quality of scientific indicators, including relevant published peer-reviewed articles and abstracts in the specific areas of announce (see point 1) - 25%

III. participation in research projects and students supervision - 10%

11.2 Relevant experience, proved in CV, in:

I. pure and mixed ruminal cultures - 20%

II. Evaluation of feed strategies and /or new ingredients on fermentation parameters, methane production and biohydrogenation in short- and long-term in vitro trials - 20%

III. Characterization of the changes associated with feeding strategies in the microbial community - 10%
In the case of admitted candidates whose evaluation does not differ more than 10% from that obtained by the best positioned candidate, the jury will interview these candidates. This will be aimed at obtaining clarifications and explanations about the curricular elements and additional information as well as to evaluate the attitude profile and motivation of the candidate.

The final score of each jury member is obtained by the following assessment: 75% scientific and curricular career evaluation and 25% interview.

The final classification of each candidate is given by the arithmetic mean of the classifications attributed by the jury members. In the event of a tie, the chairman of the jury shall have the casting vote.

12. Candidate final classification system shall be given based on a scale 0 to 100.

13. The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.

14. Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever required.

15. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.

16. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.

17. Application formalization:

17.1 Applications are formalized upon application sent to the President of the Panel, including internal reference, full name, ID card, or Citizen Card number and date, or civil identification number, date and, occupation, residence and contact address, including email address and telephone.

17.2 Applications shall include all supported documents encompassed by section 6 and 7 for tender admission, namely:

a) Certificate or diploma copy of the doctoral degree;

b) Doctoral thesis;

c) Curriculum vitae, detailed and structured pursuant to sections 9 and 11;



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

The candidate may present other documentation relevant for the evaluation of qualifications in the specific areas of work.

17.3 Candidates shall submit their application files and supporting documentation, in a digital form, in PDF format, link www.iceta.up.pt/concursos.htm, from the 03 April, 2017 to 30 April, 2017.

18. All candidates who formalize 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 panel is entitled to request any candidate to present further documentation supporting their statements.

19. False statements provided by the candidates shall be punished by law.

20. Both admitted and excluded candidate list and final classification list shall be published in the website of the Institute and the selected candidate shall be notified by email.

21. Preliminary Hearing and Final Decision Deadline After publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 2 working days, from response period deadline.

22. This tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

23. Non-discrimination and equal access policy: ICETA 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.

24. The panel has approved this announcement in meeting held on 24/02/2017.

25. 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.

Vacant posts: 1

Type of contract: Information not available

Job country: Portugal

Job city: Porto