



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/04

Main research field: Biological Sciences

Sub research field: Biodiversity and climate change

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 Biological Sciences, under a work contract for a non-fixed term, pursuant to the Labor Code, in order to study responses and conservation of bryophyte diversity under global change.

Job description: The contract holder will develop basic and applied research on the current and future responses of bryophyte diversity to global change processes, and on conservation strategies that effectively tackle those responses. The contract holder will be actively engaged in gathering data on bryophyte species distributions and community structure, in developing statistical models to predict bryophyte responses to global change scenarios, and in comparing alternative conservation strategies for bryophyte diversity under global change.

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); and (2) Labor Code approved Law no. 7/2009 of 12 February, under its current reading.

3. Pursuant to article 13 of RJEC, the tender selection panel shall be formed by: President: Nuno Miguel dos Santos Ferrand de Almeida (Faculdade de Ciências da Universidade do Porto, acting as chairperson by delegation of president of ICETA); João Padrinho Honrado (Faculdade de Ciências da Universidade do Porto), Pedro Beja (Faculdade de Ciências da Universidade do Porto).

4. Workplace shall be at University of Porto.

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 Biological Sciences or related scientific area and a scientific and professional curriculum whose profile is suited for the activity



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

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: General: PhD Degree. Specific: Holding a PhD degree in Biological Sciences; Having a minimum of three years of post-doctoral experience; International peer-reviewed publication on bryophyte ecology and conservation; and International peer-reviewed publication on global change issues.

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 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:

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 considering the area of the call – 15%

II. diversity and quality of scientific indicators, including relevant published peer-reviewed articles and abstracts in the area of bryophyte ecology and conservation - 15%

III. participation in basic or applied research projects in the field of plant ecology and conservation - 10%

11.2 Relevant experience in:

I. research on biodiversity conservation under global change - 10%

II. application of statistical biodiversity models and global change scenarios - 10%

III. research on bryophyte diversity in the Iberian Peninsula - 10%



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

A first ranking of candidates will be made based on a weighted sum of the six criteria listed under 11.1 and 11.2. The three highest ranked candidates will be invited for an interview to define the final ranking.

11.3. Interview (three highest ranked candidates) - 30%

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;

b) Doctoral thesis;

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

d) Other documentation relevant for the evaluation of qualifications in a related scientific area;

e) Brief description of the most relevant scientific activities of the last 5 years (1 page maximum), according to article 5(2) of RJEC and point 9 of this announcement.

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.



Instituto de Ciências, Tecnologias e Agroambiente da Universidade do Porto

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

Job country: Portugal

Job city: Porto