

**A CALL IS NOW OPEN FOR THE INTERNATIONAL SELECTION OF 1 (ONE) Ph.D. HOLDER EQUIVALENT TO JUNIOR RESEARCHER (CALL REFERENCE: MARE/008/CT/2024) FOR THE PURSUIT OF RESEARCH ACTIVITIES IN BIOLOGY, UNDER THE ACTIVITIES OF THE ASSOCIATE LABORATORY “ARNET – AQUATIC RESEARCH NETWORK”, UNDER DECREE-LAW No. 57/2016, OF AUGUST 29<sup>th</sup>, AMENDED BY LAW No. 57/2017, OF JULY 19<sup>th</sup>**

**Ref.<sup>a</sup> MARE/008/CT/2024**

The Board of Directors of ISPA CRL, have opened an international call to appoint a Post Doctoral, Junior Researcher level, to conduct research-related activities in the scientific area of Biology, under an unfixed-term contract, in line with the Labor Code, under decree-law No. 57/2016, of August 29<sup>th</sup>, amended by law No. 57/2017, of July 19<sup>th</sup>, within the activities of the Associate Laboratory “ARNET – Aquatic Research Network” (project reference: LA/P/0069/2020), funded by LA from Portuguese Foundation for Science and Technology (*Fundação para a Ciência e Tecnologia – FCT, I.P./MCTES*) through national funds.

The tender is aimed exclusively at filling the abovementioned position and can be cancelled up to the homologation of the list of the final ordering of the applicants and expires upon the filling of the vacancy under offer.

**1. Scientific Field:** Biology

**2. Funding:** Associate Laboratory from Portuguese Foundation for Science and Technology (Fundação para a Ciência e Tecnologia) (project reference: LA/P/0069/2020).

**3. Requirements for admission to the tender**

National, foreign and stateless candidates who hold a doctoral degree in Biology, and holders of a scientific and professional curriculum that reveals an appropriate profile for the position and research to be conducted (Point 8) may apply.

If the doctorate degree was awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018, of August 16, and candidates must prove the respective recognition or equivalence of the degree.

General requirements: Doctoral degree in Biological Sciences.

As specific requirements, the candidate must have:

1) extensive experience in handling small to large wild birds, 2) extensive experience (and corresponding ringing permit) in capturing wild birds using mist nets in an autonomous way, 3) extensive experience in conducting procedures in wild birds, namely blood sampling and GPS deployments, 4) advanced knowledge in seabird ecology, ecotoxicology and in the analysis of

seabird tracking data for the study of habitat selection, 5) Scientific publications compatible with the experience described above and with the date of PhD conclusion.

The candidate is expected to be proficient in English, while knowledge of Portuguese language will be seen as an advantage for field work on Portuguese islands. Being holder of a local skipper license will also be seen as an advantage.

#### **4. Deadline and Submission of Applications**

Applications should be formalized through a written request to the Board of Directors of ISPA, CRL, stating the identification of this notice (call reference: **MARE/008/CT/2024**), full name, filiation, citizenship/civil identification number, expiry date of ID card, tax identification number, date and place of birth, marital status, profession, residence, and contact address, including e-mail address and telephone contact.

Applications should include supportive documents (in PDF format) and proof of the conditions specified above to be admitted to this call (Point 3):

a) Copy of Ph.D. certificate and/or diploma, with indication of completion date.

If the doctorate degree was awarded by a foreign higher education institution, a proof of its recognition or equivalence by a Portuguese higher education institution must be presented, under the terms of the provisions of Decree-Law No. 66/2018, of August 16. If the candidate has already requested but is waiting on the recognition or equivalence of the degree, he/she can alternatively submit proof that the recognition or equivalence was requested. In this case, the application will be conditionally admitted and all formalities established therein must be fulfilled by the starting date of the contract.

b) Detailed curriculum vitae.

c) Motivation letter (max 1 page), detailing why the candidate is suitable for the position.

Applications and documentation should be submitted digitally (in PDF format) from **20<sup>th</sup> August to 16<sup>th</sup> September 2024**, 11h00PM (Lisbon time) to the e-mail address [candidaturas.investigadores@ispa.pt](mailto:candidaturas.investigadores@ispa.pt), cc to [mare\\_ispa@ispa.pt](mailto:mare_ispa@ispa.pt) and [paulo.catry@gmail.com](mailto:paulo.catry@gmail.com). The subject of the email should indicate the reference of this call (**MARE/008/CT/2024**).

Applications can be submitted in Portuguese or in English.

All candidates who formalize their application incorrectly or fail to provide the requirements imposed by this tender may be excluded from admission. In case of doubt, the panel is entitled to request further documentation to support the candidates' statements.

False statements by candidates shall be punished by law.

#### **5. Evaluation Criteria**

The selection is to be made based on the candidate's scientific and curricular evaluation, as defined by Decree-Law No. 57/2016, of August 29<sup>th</sup>, amended by Law No. 57/2017, of July 19<sup>th</sup>.

The evaluation of the candidate's scientific and curricular achievements will focus on the relevance, quality, and timeliness of the scientific contributions of the candidate taking into account:

- a) The scientific and technological outputs over the last 5 years, the candidate regards as being most impactful;
- b) Applied or practice-based research activities developed over the last 5 years, considered by the candidate as having the greatest impact;
- c) Activities of extension and dissemination of knowledge developed in the last 5 years, in particular in the context of the promotion of scientific culture and practices, the candidate regards as being most impactful.

The 5 years' period mentioned above can be extended by the panel, if requested by the candidate, when justified on the grounds of suspension of scientific activity for socially protected reasons, such as parental leave, prolonged serious illness, and other situations of unavailability for work that is legally protected.

### 5.1 Selection Methods

Evaluation and selection methods will be the curricular evaluation and, in case of a tie between candidates, an interview will be conducted.

### 5.2. Curricular Evaluation

The curricular evaluation (CE) is expressed on a 0 – 100 scale and results from the formula:

$$CE = 45\% SP + 45\% RA + 5\% DK + 5\% ML$$

- a) SP corresponds to the scientific and technologic outputs over the last 5 years, which the candidate regards as having the most impact in the scientific areas of this call. This criterion includes the number and quality of scientific publications (index on *Web of Knowledge* and/or *Scopus*);
- b) RA corresponds to research activities developed over the last 5 years, which the candidate regards as having the most impact in the scientific areas of this call. This criterion includes previous participation in funded research projects (particularly with seabirds) and proven autonomous fieldwork namely using mist-nets for capture of birds and in conducting procedures involving the handling of small to large wild birds (essential for the scope of this project).
- c) DK corresponds to activities of extension and dissemination of knowledge developed in the last 5 years, in particular in the context of the promotion of scientific culture and practices, which the candidate regards as having the most impact in the scientific areas of this call. This criterion includes scientific outreach and dissemination of knowledge and results to the society, to academic and nonacademic audiences, and other activities of science communication.
- d) ML corresponds to the motivation letter clarifying the relevant scientific activities over the past five years, namely how the candidate's expertise aligns with the project and profile laid out in point 3.

Each Jury member evaluates the applications based on the defined evaluation criteria for the Curricular Evaluation (CE) in a 0-100 scale. Final classifications of each criterion will be obtained by averaging the classifications indicated by each Jury member.

Candidates who are tied in the Curricular Evaluation score will be invited to the interview for tie-breaking purposes.

### **5.3. Interview**

The interview consists of a discussion between the candidate and the Jury, which is meant to further clarify aspects related to the results of the candidate's research.

The evaluation criteria of the interview will focus on the scientific knowledge demonstrated by the candidate, and on the suitability of the candidate's research to the position of this call.

The evaluation of the interview is expressed on a 0 – 100 scale.

The final classification of the interview will be obtained by averaging the classifications indicated by each Jury member, and expressed on a 0-100 scale, up to the centesimal place.

### **6. Final Classification and Ranking**

The final classification (FC) of each candidate corresponds to the score of the CE. In case of a tie between candidates, the interview conducted will weigh 10%.

In this case, FC is expressed by the weighted average of the two phases:

$$\text{FC} = 90\% \text{ Curricular Evaluation} + 10\% \text{ Interview}$$

In the event of a tie, the president of the jury will have a casting vote.

Minutes of the Jury meeting should be drawn up to include a summary of the meeting, as well as all votes cast by the members with the respective justifications. These minutes can be made available to candidates upon request.

The Jury also draws up an ordered list of approved candidates with their respective classification.

The final decision of the Jury should be validated by the institutional leader who also decides on the recruitment, namely the President of the Board of Directors of Ispa, CRL. If none of the candidates has the profile required for the position and respective work plan, then the jury has the right to not appoint anybody.

### **7. Hearing of interested parties**

**7.1** The final decisions of the Jury will be announced within 90 (ninety) days from the deadline for submission of the applications. After notification, candidates will have 10 (ten) working days

to respond (Pursuant to article 121 of the Code of Administrative Procedure). All candidates will be notified by e-mail.

**7.2.** Once the prior hearing period is finished, the selected candidate has 10 (ten) working days to accept the position in written. If the candidate fails to declare he/she accepts the position, this will be regarded as withdrawal or renouncement of the position. If the selected candidate declines, or withdraws from, the position, the jury can approach the next candidate(s) in the list and offer the contract to this candidate.

The tender is exclusively intended to fill the abovementioned position and may be cancelled up to the homologation of the list of the final ordering of the applicants and expires with the respective filling of the position.

The tender is open according to paragraph b) No. 1, No. 3 of article 6, and article 20 of Decree-Law No. 57/2016, and in the framework of the Terms of Acceptance, formalized between FCT, ISPA, CRL, and the Principal Investigator.

## **8. Work Plan**

The successful candidate will be engaged in long-term studies on seabird ecology and ecotoxicology led by MARE – Marine and Environmental sciences Center (Ispa) in the Falkland Islands and in the Madeiran archipelago (Desertas and Selvagens Islands) (In the Falkland Islands, the tasks will comprise tracking and sampling albatrosses *Thalassarche melanophris*, namely to study the incidence of parasites and diseases (including avian influenza) and the possible role these seabirds play in their dissemination. In the Madeira archipelago, the candidate will participate in long-term studies that focus on the spatial ecology of the community of petrels nesting in those islands and on the accumulation and impact of mercury in the tissues of seabirds.

The successful candidate will engage in fieldwork trips to the Falkland Islands where he/she will coordinate tracking, ringing and sampling albatrosses. He/she will also participate in fieldtrip(s) to the Desertas and/or Selvagens islands where he /she will be in charge of capturing small petrels for sampling and tracking using mist-nets and other methods.

The candidate must also analyze spatial ecological and ecotoxicological data and write at least one scientific paper on these topics. Suitable datasets are already available for this purpose, which will be complemented by further sampling.

The candidate should be a biologist with a high level of experience of working autonomously handling, ringing and collecting biological samples from wild birds (particularly seabirds) as well as the placement and recovery of devices for tracking seabirds. The candidate should also have proven capacity to analyze ecological or epidemiological data and to write scientific papers for international scientific journals.

### **9. Applicable Legislation**

The tender is governed by the provisions of the Decree-Law No. 57/2016, August 29<sup>th</sup>, amended by Law No. 57/2017, July 19<sup>th</sup>, that approves a regime for hiring Ph.D. holders to stimulate scientific and technological employment in all areas of knowledge (RJEC); by Regulatory Decree No. 11-A/2017, December 29<sup>th</sup>, that regulates the pay levels of contracts; and by the Labor Code, approved by Law No. 7/2009, February 12<sup>th</sup>, in the current version.

### **10. Scientific Orientation and Work Location**

The place of work is at the MARE - Marine and Environmental Sciences Centre, based in ISPA – Instituto Universitario, at Rua Jardim do Tabaco, 34, 1149-041 Lisboa, Portugal and will include fieldwork in the Falkland Islands and in the Madeira Archipelago, under the supervision of Prof. Doctor Paulo Catry.

### **11. Monthly Remuneration**

The gross monthly remuneration to be paid is 2893,81 euros according to the Decree-Law No. 11-A/2017, of December 29, that regulates the pay levels of contracts, and according to level 44 of the Single Remuneration Table approved by Ordinance No. 1553-C/2008, December 31.

### **12. Duration and Regime of Activity**

The unfixed-term contract, on an exclusive dedication basis, in line with the Labor Code, under decree-law No. 57/2016, of August 29<sup>th</sup>, amended by law No. 57/2017, of July 19<sup>th</sup>, is expected to start in September 2024 and will have an expected duration of 15 months, until the end of the abovementioned funding (December 2025).

### **13. Composition of the Evaluation Panel**

In conformity with article 13 of Decree-Law No. 57/2016, the Jury is composed of:

- President: Doctor Paulo Catry, Assistant Professor with Aggregation at Ispa – Instituto Universitario, Principal Investigator of the project;
- Effective member: Doctor Manuel Eduardo dos Santos, Associate Professor with Aggregation at Ispa – Instituto Universitario e Scientific Coordinator at MARE - Centro de Ciências do Mar e do Ambiente –Ispa cluster;
- Effective member: Doctor Joana Robalo, Associate Professor at Ispa – Instituto Universitario;
- Alternate member: Doctor Ana Pereira, Assistant Professor at Ispa – Instituto Universitario;
- Alternate member: Doctor Emanuel Gonçalves, Associate Professor at Ispa – Instituto Universitario e Scientific Coordinator at MARE - Centro de Ciências do Mar e do Ambiente –Ispa cluster.

#### **14. Non-discrimination and equal access policy**

ISPA, CRL actively promotes a policy of non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired, or deprived of any rights whatsoever, or be exempt from any duties based on ancestry, age, sex, sexual preference, marital status, family and economic conditions, education, 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.

#### **15. Disabled candidate**

According to DL n.º. 29/2001 of February 3rd, disabled candidates have a preference in an equal classification situation, which supersedes any legal preference. Candidates must declare, on their honor, on their application form during the selection period under the regulations above, their respective disability degree, the type of disability, and the communication/expression mean to be used.