

**ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR
DOCTORATE HIRING
PURSUANT TO DECREE-LAW NO. 57/ 2016 OF 29 AUGUST**

Internal Reference: UIDP/50016/2020

1. Framework

The Rector of the Universidade Católica Portuguesa, Prof. Dr. Isabel Capelo Gil deliberated the opening of an international selection tender for one vacancy of doctorate junior researcher to perform duties of scientific research, on an exclusivity basis, in the scientific field of Biotechnology, to be carried out at CBQF – Centro de Biotecnologia e Química Fina, integrated at School of Biotechnology of the Universidade Católica Portuguesa, in Porto, within the framework of the project ReCROP - Bioinocula and CROPPing systems: an integrated biotechnological approach for improving crop yield, biodiversity and REsilience of Mediterranean agro-ecosystems - signed between the Portuguese Foundation for Science and Technology, I.P. (FCT, IP) and the Universidade Católica Portuguesa (UCP). This contract is financed by national funds through the FCT - Foundation for Science and Technology, I.P. (FCT, IP).

Within the work plan of the project, the following work objectives are identified:

- a) evaluation of soil quality and microbiological parameters in previously established experimental fields
- b) implementation of new experimental fields combining the application of sustainable agronomic practices, namely the application of bioinoculants, organic amendements and different cropping systems
- c) monitoring of productivity and crop quality
- d) evaluation of ecosystem services resulting from the application of sustainable agricultural practices
- e) establishment of guidelines for farmers on sustainable agricultural practices and management of soil resources

2. Applicable Legislation

Decree-Law no. 57/2016 of 29 August, amended by Law no. 57/2017 of 19 July), which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), without prejudice to the specific regulations applicable to the Universidade Católica Portuguesa.

3. Workplace

The workplace is located on the premises of the Universidade Católica Portuguesa, in Porto.

4. Remuneration

Gross monthly remuneration to be paid is 2.128,34 euros, plus meal, vacation, and Christmas allowances.

5. Admission requirements

Any national, foreign, and stateless candidate(s) who hold a doctorate degree in Biology or related scientific fields, and a scientific and professional curriculum whose profile is suited for the activities 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 Portuguese law on the recognition of foreign degrees. For those purposes, the requirements described in **point no. 11** of this notice must be considered.

5.1 General and Specific Requirements

The general admission requirements are those defined in point 5 above. Regarding the specific terms, candidates must have the following characteristics:

- a) at least three years of postdoctoral experience in scientific research, demonstrating a research trajectory in the topic of soil-plant-microorganism interactions
- b) experience in bioinoculant development
- c) experience in monitoring soil functions and ecosystem services
- d) participation with active role in national and international projects under the scope of soil management practices
- e) experience in transfer of technology and science dissemination to different audiences
- f) experience in student supervising/co-supervising
- g) publications demonstrating results in the aforementioned fields
- h) proficiency of written and spoken English.

Preference will be also given to candidates who have experience in the implementation and monitoring of experimental fields of crops targeted by the project (vineyards, maize).

6. Selection Process

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

7. Evaluation criteria

Assessment criteria: scientific production and its relevance, participation in scientific projects and congresses, student supervision, scientific dissemination actions, transfer of knowledge, other relevant activities and experiences. The evaluation process includes an interview with the candidates.

Candidate final classification system shall be given on a scale of 0 to 100. The value is calculated by weighing in each factor as follows, always taking into account that for each item only the activity relevant to the scientific field of the present tender will be considered:

1. Scientific and curricular background (PC)

- a) Scientific and technological production: weighing 30%;
- b) Applied or practice-based research activities: 50%;
- c) Knowledge extension and dissemination activities: 20%;
- d) Interview (E).

Interviews may carry out with candidates classified in the first three positions, which intended to clarify aspects related to the results of their research. Applicants who are interviewed will be assigned a new classification in addition to the initial one that will be based on the following formula:

$$\text{Final classification} = 90\% \text{ PC} + 10\% \text{ E}$$

8. Tender Selection Panel

Pursuant to article 13 of RJEC, the tender selection panel shall be formed by:

President of the Jury: Prof. Dr. Manuela Pintado

Other members: Prof. Dr. Paula Teixeira, Prof. Dr. Paula Castro, Prof. Dr. António Rangel.

9. Deliberation

The panel shall deliberate by means of roll-call vote justified under the adopted and disclosed selection criteria, with no abstentions allowed. Minutes of panel meetings shall be drafted and shall include a summary of all occurrences of said meeting, as well as of all votes cast by the members and respective reasoning. After

selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification. The panel's final decision shall be approved by the leader of the institution, who shall also approve the hiring of the selected candidate. The ranked list of approved candidates will be posted at the facilities of Universidade Católica Portuguesa at Porto, located at Rua de Diogo Botelho, 1327, 4169-005 Porto, Portugal and will be announced on the website <http://esb.ucp.pt/>. Candidates will be notified by email once this list is made available.

10. Preliminary Hearing and Final Decision Deadline

After being notified, all candidates have 10 working days to respond. The panel's final decisions are pronounced within the next 5 working days, after the 10 work-day response period.

11. Application formalization

Applications are formalized by completing the [application form](#) available at: <https://inqueritos.porto.ucp.pt/hr/index.php?r=survey/index&sid=454521&lang=en>

Applications are to be submitted in English.

Applications shall include the following documents:

- a) Curriculum vitae;
- b) PhD Certificate with date of admission to the degree.;
- c) Cover letter, demonstrating the candidate's motivations;
- d) If the PhD is issued by foreign higher education institutions, the candidate must submit the PhD Recognition Certificate or proof of the application for recognition in accordance with Portuguese law.

If the Doctoral Degree has been awarded by a non-Portuguese higher education institution it must comply with the provisions of the Portuguese legislation on the recognition of foreign degrees, regulated by Decree-Law no. 66/2018 of August 16th. The signature of the contract is conditional on the presentation of the formal document.

Applicants are advised to check the website of the Directorate-General for Higher Education (DGES) for further information: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

12. Application deadline

Candidates may submit their applications in the terms mentioned in the previous point, from 07-12-2020 until 08-12-2020 (until 5 pm Lisbon time).

Candidates who do not comply with the application's prerequisites or who fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request that candidates present further documentation supporting their statements. Failure to submit clarifications, information or documents that are requested, within 5 working days, determines the withdrawal of the application.

False statements provided by the candidates are punishable by law.

13. Privacy Policy

Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection.

The personal data submitted within the scope of this tender procedure is processed within the framework of said tender procedure only, and will be treated by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement.

The data retention period shall correspond to the legally defined period of five years.

The Data Subject is entitled to oppose to the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.

The Data Subject has the right of access and portability of the data.

Rights of Personal Data Subjects: <https://www.ucp.pt/rights-data-subjects>.

For purposes of exercising the respective rights, contact the University through the e-mail address compliance.rgpd@ucp.pt or by using the address found at the end of this announcement, through the means set out in "Contacts for clarification".

The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

14. Non-discrimination and equal access policy:

The Universidade Católica Portuguesa 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, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, and union membership.

15. Final remarks:

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

This invitation to tender and the contract concluded as a result of it will only take effect if FCT's financing conditions are fulfilled.

This tender procedure can be canceled when it is vacant; when any case of force majeure occurs; when reasons of a budgetary nature, occurring after the opening of the competition, determine it.

The selected candidate will be hired by Universidade Católica Portuguesa as a junior researcher under a contract of indefinite duration (contrato a termo incerto), predicted to start on the 10.01.2021 with the estimate duration of 24 months (duration of the activities).

16. Contacts for clarification:

Universidade Católica Portuguesa – Centro Regional do Porto

Rua de Diogo Botelho, 1327

4169-005 Porto, Portugal

Human Resources Department

drh.recrutamento@porto.ucp.pt

Lisboa, June 30th, 2021.