

CALL FOR A MASTER RESEARCHER HIRING - Biological Sciences

(Ref^ª MARE/01/CT/2024)

Ad summary

At a meeting of the Board of Directors of ISPA, CRL, it was decided to open a call for the hiring of (1) one Master researcher for scientific research management activities, part-time contract (50%) in the scientific field of Biology, under an unfixed-term contract, in line with the Labor Code, approved by Law No. 7/2009, of February 12, by the I&D MARE - Marine and Environmental Sciences Centre, ISPA – Instituto Universitário, with financial support from FCT (reference UIDP/04292/2020).

1. SCIENTIFIC FIELD: Marine Biology

2. Funding: Portuguese Foundation for Science and Technology (Fundação para a Ciência e Tecnologia) – FCT, I.P./MCTES, through national funds (PIDDAC); (2022. 03898. PTDC) - project reference: UIDP/04292/2020.

3. Applicants' Profile

Mandatory requirements:

- a) Master's degree in marine biology, Ecology, or other related areas that the Jury considers relevant to the position and execution of the research plan, with a final grade equal to or greater than 15 values.
- b) Previous experience in experimental research.
- c) Experience in collecting and analyzing quantitative data.
- d) Proficiency in written and spoken Portuguese and English.

Preferred factors:

Master's degree in marine biology specializing in Marine Ecology and Conservation or Behavioural Biology.

4. Requirements for admission to the competition

The following documents must be submitted:

- a) Master's degree certificate with the final classification.
- b) Detailed Curriculum Vitae.
- c) Motivation Letter.

Only applicants who supply proof to have completed the study cycle leading to a master's degree by the end of the application deadline will be admitted.

If the master's degree has been conferred by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, and the final grade must be converted into the Portuguese evaluation scale, under the terms of the provisions of Decree-Law no. 66/2018, of August 16th, which approves the legal regime of recognition of academic degrees and diplomas of Higher Education, attributed by foreign higher education institutions, and of paragraph e) of no. 2 of article 4 of Decree-Law no. 60/2018, of August 3rd.

The recognition of foreign academic degrees and diplomas and converting the final grade to the Portuguese classification scale may be requested in any Portuguese public higher education institution or at the Directorate-General for Higher Education (DGES, for automatic recognition only). Please consult the DGES portal for details: <http://www.dges.gov.pt>.

5. Work plan

The work plan includes laboratory and office work, and will be responsible for:

- a) Collaborate in the management of scientific projects focused on marine ecology and conservation, the effects of climate change, and monitoring of protected areas.
- b) Support the organizational tasks of the research unit, in financial management, communication, database maintenance activities, and laboratory work.

6. Applicable legislation

Labor Code, approved by Law No. 7/2009, of February 12, in its current wording; and Regulation on the Career Regime for Research Personnel at ISPA.

7. SCIENTIFIC ORIENTATION AND WORK LOCATION

The activities will be developed at ISPA - Instituto Universitario, located at Rua Jardim do Tabaco, 34, 1149-041 Lisboa, Portugal, and/or other locations necessary for the execution of the work plan, under the supervision of Prof. Doctor Manuel Eduardo dos Santos.

8. DURATION AND REGIME OF ACTIVITY

The part-time contract (50%) is expected to start in March 2023 and has an expected duration of 10 months, possibly renewable for periods up to the maximum duration of the project, subject to the project budget.

9. MONTHLY REMUNERATION

The base monthly remuneration to be awarded is 640.36 euros/month, (50% of the value corresponding to level 14 single remuneration table), approved by Ordinance No. 1553-C/2008, of December 31st.

10. EVALUATION CRITERIA AND SELECTION METHODOLOGY

The evaluation process will focus on the candidate's merit, through the evaluation of the candidate's scientific and curricular background, according to the following criteria, each with the indicated weight:

- a) Master's final classification (30%)
- b) Professional experience – in management, participation, and/or coordination of projects and/or research in the scientific area mentioned in the competition opening (50%).
- c) Motivation and interest in the area, according to the candidate's motivation letter (10%).
- d) other documents relevant to the assessment of qualifications in a relevant scientific area (10%)

Applications will be evaluated, and candidates ranked, on a 0,00 – 100,00 scale. The final classification will result from the formula:

$$\text{Final classification (CA)} = (\text{Criterion a}) \times 30\% + (\text{Criterion b}) \times 50\% + (\text{Criterion c}) 10\% + (\text{Criterion d}) \times 10\%$$

If none of the candidates presents the appropriate and/or necessary skills and competencies required for the position and respective work plan, despite fulfilling all the requirements for admission, the Evaluation Panel has the right to not attribute the position.

Note for the evaluation of Criterion a):

- 1 – The final average of a Master's in a pre-post-Bologna course results from the simple arithmetic average of the final classification obtained in the 1st cycle (bachelor's degree) and the final classification obtained in the 2nd cycle (master's degree).
- 2 – In the case of Integrated Master's degrees awarded by institutions that do not issue certificates with discrimination of the final classifications of the 1st and 2nd cycles, the final classification indicated in the Integrated Master's degree certificate after the completion of the cycle of studies will be considered.
- 3 – In the case of submission of an Integrated Master's certificate and a pre-Bologna or 2nd cycle master's degree, the final classification of the Integrated Master's will be considered.
- 4 – When candidates submit more than one equivalent Master's, or Integrated Master's, degree (equivalent number of ECTS), the Evaluation Panel will decide which academic degree is best suited for the pursuit of the research plan and which should, therefore, be considered for Criterion A. Other course(s) presented by the candidate can eventually be considered for Criterion D.

5 – The Evaluation Panel will award the minimum score (10 points on a 0 – 20 scale) required for obtaining a degree in Portugal when the submitted Portuguese certificates do not mention the final classification.

6 – The Evaluation Panel will award the minimum score (10 points on a 0 – 20 scale) required for obtaining a degree in Portugal when candidates submit a declaration of honor indicating they have completed the cycle of studies leading to a master’s degree by the application deadline but do not present the concomitant certificate (as indicated in point 4 of the call for applications);

7 – The Evaluation Panel will award the minimum score (10 points on a 0 – 20 scale) required for obtaining a degree in Portugal when degree certificates/diplomas issued by foreign institutions are not recognized in Portugal and/or do not have the respective final classifications converted to the Portuguese evaluation scale (as indicated in point 4 of the call for applications).

10.1 In case of a tied score, the jury president has a deciding vote.

10.2 The final classification is expressed on a scale of 0 - 100, to one decimal place.

10.3 The evaluation of the scientific and curricular path focuses on the relevance, quality, and timeliness of training, and participation in scientific and conservation projects in the last five years, including management, extension, and knowledge dissemination activities, and which are considered the most relevant by the candidate.

10.4 The five years referred to in the previous number may be increased by the jury, at the request of the candidate, when based on suspension of scientific activity for socially protected reasons, namely, for reasons of parental leave, prolonged serious illness, and others. legally protected situations of unavailability for work.

Minutes of the jury meetings shall be drawn up containing a summary of what took place, as well as the votes cast by jury members and respective reasoning and shall be made available to candidates whenever requested. The jury deliberates using a reasoned nominal vote according to the selection criteria adopted; abstentions are not allowed.

The final decision of the jury should be approved by the President of the Board of Directors of ISPA, CRL.

In the eventuality that none of the candidates possess the profile indicated for carrying out the work plan, the jury reserves the right not to award the contracts for the call.

11. JURY COMPOSITION

The jury will be composed of:

President: Prof. Doutor Manuel Eduardo dos Santos (MARE - ISPA – Instituto Universitário).

Effective member: Prof. Doutora Joana Robalo (MARE - ISPA – Instituto Universitário).

Effective member: Prof. Doutor Emanuel Gonçalves (MARE - ISPA – Instituto Universitário).

Alternate member: Prof. Doutor Paulo Catry (MARE - ISPA – Instituto Universitário).

Alternate member: Prof. Doutora Ana Martins Pereira (MARE - ISPA – Instituto Universitário).

12. FINAL DECISIONS ANNOUNCEMENT

12.1 After notification of the results, the candidates have 10 working days to comment in a prior hearing, under the terms of Article 121 and following the Administrative Procedure Code. The final decision will be issued after the analysis of the statements presented during the prior hearing. Within 90 days, counting from the deadline for submitting applications, the jury's final decision is rendered. All applicants will be notified, by email of the evaluation process and results.

12.2 After the period for hearing interested parties, the selected candidate has ten working days in which to accept, in writing, the position assigned, under penalty of, if no reasonable reason is invoked within the said period, this being considered as a resignation or withdrawal from the position. In case of resignation or withdrawal of the selected candidate, the jury reserves the right to notify and award the contract to the candidate ranked in the subsequent position, if applicable, and according to the final seriation list.

The competition is exclusively intended to fill the indicated in the call and may be terminated until the approval of the respective final ranking list of candidates and expires with the occupation of the call position.

13. DEADLINE AND SUBMISSION OF APPLICATIONS

Applications should be submitted by sending the application and supporting documents, digitally in PDF format, to the e-mail address candidaturas.investigadores@ispa.pt, from **January 31 to February 28th 2024**, until 11. p.m. (Lisbon time) concerning this call (**REF^a MARE/01/CT/2024**) in the email's subject.

Applications should include support documents (PDF format) and proof of the conditions laid down in the points above for admission to this call, mainly in points 4:

- d) Master's degree certificate with the final classification.
- e) Detailed Curriculum Vitae.
- f) Motivation Letter.

Candidates who formalize their application incorrectly or who do not meet the specific requirements will be excluded from admission to the competition. In case of doubt, the jury is entitled to request further documentation to support the candidate's statements.

False statements by candidates will be punished by the law.

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 of 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 candidates: According to DL nº. 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.