

Public notice Ref.^a CDL-CTTRI-148-ARH/2019 — Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector of the University of Aveiro, hereby announces that for a period of 10 business days, starting on the first business day immediately after the publication of the present notice, an international public notice is opened for recruitment in the form of a Uncertain Term Work Contract, under the Portuguese Labour Code, a position for a First Level Doctorate for the exercise of activities of scientific research in the scientific areas of Biology, sub-area of Biodiversity and Ecology, within research project “WILDFORESTS – Conservação de vida silvestre e florestas de produção: necessidade de uma relação bidirecional em paisagens sustentáveis” (POCI-01-0145-FEDER-028204), supported by the Operational Program for Competitiveness and Internationalization (POCI), in its FEDER/FNR component, and the Foundation for Science and Technology, in its State Budget component (OE).

The present public notice was opened on 24 of June of 2018 by order of the Rector of the University of Aveiro, following the proposal of the Scientific Council.

The contest is governed by the provisions of Decree-Law 57/2016, August 29, that approves the rules for post-doctoral work contracts, designed to stimulate employment in science and technology in all areas of knowledge (RJEC) within the legal provisions of the Labor Code, Law on 7/2009, February 12, in its current wording and other applicable legislation and regulations.

The monthly payment corresponds to 2128,34€.

1 — Admission requirements:

Any national, foreign and stateless candidate(s) who hold a doctorate degree in Biology (or scientific area related) and a scientific and professional *curriculum* whose profile is suited for the activity to be performed, can submit their applications.

2 — Formalisation of the applications:

The applications are addressed to the Rector of the University of Aveiro as follows:

2.1 — The application should include, among others, the following elements:

- a) Call identification;
- b) Applicant's identification: full name, birth date, nationality, mailing address and email;
- c) Identification of the institution where the applicant is presently working and his/her position there, when applicable;

d) Identification of degrees held by the applicant;

e) Statement by the applicant declaring that the elements or facts contained in the application are correct and accurate.

2.2 — The application should include the following documents:

- a) Copy of detailed and structured *curriculum vitae* according to items in point 5;
- b) Other relevant documents for the evaluation of qualification in related scientific area;
- c) Any other documents that the applicant considers relevant, namely for the assessment of the information referred to in no. 2 of article 5 of the RJEC.

2.3 — The *curriculum vitae* should contain:

- a) Full identification;
- b) Contacts: address, telephone number and email;
- c) Copy of the certificate with the respective mark or grade or other document that is legally recognised for the same purpose;
- d) All pertinent information for assessing the application considering the selection and ranking criteria of the present call, organized according to the sub-items of the assessment set forth in Section 5 below.

2.4 — Submission of the application:

2.4.1 — The application may be submitted in Portuguese or in English, by email, to the Human Resources Department of the University of Aveiro (concursosDL57-2016@ua.pt) until the deadline stipulated in this Notice.

2.4.2 — The applicants are required to present a “message sent” confirmation as proof of the application submission.

2.4.3 — Instructions for the submission of applications, in digital format, are available in the area of Competition and Job Offers of Human Resources area at <https://www.ua.pt/sgrhf/PageText.aspx?id=15052>.

2.5 — Failure to comply with the deadline for submission of the application, as well as the incorrect formalization of the application, result in the exclusion of the application. The exclusion decision is communicated to candidates by e-mail for the purpose of their hearing.

3 — Call Jury:

3.1 — In accordance with article 13 of the RJEC the call jury has the following composition:

President:

Professor Amadeu Mortágua Velho da Maia Soares, Full Professor, University of Aveiro

Jury members:

Professor Carlos Manuel Martins Santos Fonseca, Associate Professor with Habilitation, University of Aveiro;
Professor Ulisses Manuel de Miranda Azeiteiro, Associate Professor with Habilitation, University of Aveiro.

Substitute members:

Professor Luís Miguel do Carmo Rosalino, Invited Assistant Professor, University of Lisboa.

4 — Jury operation rules

4.1 — The deliberations are held by roll call voting requiring the absolute majority of votes of the members of the jury present at the meeting, not permitting abstentions.

4.2 — The jury deliberates approval on absolute merit, based on the merit of the overall curriculum of candidates with regards to the scientific area of the Competition and also taking into account, cumulatively, compliance with at least one of the following requisites:

4.2.1 — The applicant is the author or co-author of at least 5 (five) articles, in the scientific area that the Competition is open, and using carnivores as taxonomic model, indexed in the ISI Science Citation Index Expanded of the Web of Science where document type = article or document type = review, or in the SCI Verse Scopus with the same characteristics;

or

4.2.2 — Have obtained a total of at least 50 citations to the scientific works produced in the area for which the contest is open.

4.3 — The exclusion decision in absolute merit is communicated to candidates by e-mail for the purpose of their hearing.

4.4 — After the phase of approval in absolute merit, the jury will begin the process of appraisal of applications, taking into account the criteria set out in this notice.

5 — Evaluation and selection:

5.1 — The selection methods are curricular evaluation and an interview.

5.2 — The evaluation of the scientific and curricular course focuses on the relevance, quality and timeliness:

- a) Of scientific production in the last five years, deemed most relevant by the candidate;
- b) Of applied research activities, 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.

5.3— 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 parental leave, long-term serious illness, and other legal situations of unavailability to work.

6 — Curricular Evaluation. This component of the evaluation is expressed on a numerical scale from 0 to 20 taking into account the following criteria:

6.1 — Curricular evaluation criteria are:

6.1.1 - Criteria for the evaluation of the scientific performance of the last five years considered more relevant by the candidate (10 points);

Scientific Production. Quality and quantity of scientific production in the area that the Competition is open (books, articles in scientific journals, papers presented in conferences) expressed by the number and type of publications. Candidates must compile a list of the produced publications, together with the impact factor of each journal and the DOI. Special emphasis will be placed on scientific production with first authorship, addressing the areas of mammalian carnivore ecology, identification and detection of wildlife using camera-trapping and evaluation of human-wildlife conflicts (with special emphasis on carnivores).

Intervention in the scientific community and building of scientific teams. Evaluating the capacity of intervention in the scientific community, expressed, namely through the presentation of invited lectures, being a member of academic juris, as well as acting as scientific reviewer of manuscripts submitted to international scientific journals. It will also be evaluated the orientation of students in doctoral and master's studies.

6.1.2 - Criteria for evaluating extension and knowledge dissemination activities developed over the past five years, in particular in the context of promoting culture and scientific practices, considered to be of greatest impact by the candidate (P10 points);

It will be valued the proven experience in: Detection of mammals using camera-trapping techniques, especially mammalian carnivores; statistical analysis of ecological data; Participation and promotion of initiatives / projects focused on the evaluation and mitigation of Human-wildlife conflicts, where carnivores are the target species, and on wildlife management.

6.2 — The score obtained in the curricular evaluation method is expressed in numeric scale of 0 to 20, considering the valuation up to two decimal places.

6.3 — The jury deliberates by vote justified according to the criteria of evaluation, no abstentions are allowed.

6.4 — The classification of each candidate is obtained by averaging the scores of each of the elements of the jury. In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.

6.5 — Once the Curricular Assessment is completed, the the top 3 candidates are approved for the next evaluation method as indicated in point 5.1.

6.6 — Candidates ranked lower than the 3rd position are excluded from the public notice.

7 — Interview:

This session, which can be applied to all or part of the candidates, is intended solely for clarification of aspects related to the results of the investigation.

7.1 — The interview will have a duration of 30 minutes.

7.2 — Interview evaluation is expressed on a numerical scale of 0 to 20, taking into account the candidate's scientific knowledge and ability to communicate, as well as the answers to the questions put by the jury and their development perspectives in the unit for which you are running.

7.3 — The jury deliberates by roll call voting, not permitting abstentions.

7.4 — The classification of each candidate is also obtained by the average of the scores of the members of the jury.

8 — Ordering of candidates

8.1 — The final score of each candidate is obtained through an weighted average, by assigning a weighting factor of 90% to the curricular review note and a weighting factor of 10% to the Interview note.

In case of a tie, the decision of the tie-breaker shall be the responsibility of the chairman of the jury.

9 — Participation of the parties and decision:

9.1 — The final ordering project is communicated to candidates by e-mail for the purpose of their hearing.

9.2 — At the hearing of the interested parties, the jury appreciates the allegations offered and approves the final ordering list of candidates.

10 — Publication of Competition Notice

In addition to being published in Series 2 of the Diário da República the present notice is also published in:

- a) The Public Employment Pool (BEP);
- b) The website of the Foundation for Science and Technology, I.P., in Portuguese and English;
- c) The website of the University of Aveiro, in Portuguese and English;
- d) In a national newspaper.

11 — 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.



12 — In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, the Government, as the employing entity, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking measures to avoid any form of discrimination.

24 of june of 2019 — The Rector, *Professor Doutor Paulo Jorge dos Santos Gonçalves Ferreira*.