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# Job offer

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[Faculty of Sciences of the University of Porto](#) | Posted on: 21 August 2024

## FCUP| CALL FOR RECRUITMENT OF ONE ASSISTANT RESEARCHER FOR THE SCIENTIFIC AREA OF SOIL SCIENCES

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21 Aug 2024

## Job Information

Organisation/Company

Faculty of Sciences of the University of Porto

<b>Research Field</b>	Agricultural sciences » Other
<b>Researcher Profile</b>	Established Researcher (R3)
<b>Positions</b>	PhD Positions
<b>Country</b>	Portugal
<b>Application Deadline</b>	11 Sep 2024 - 23:59 (Europe/Lisbon)
<b>Type of Contract</b>	Permanent
<b>Job Status</b>	Full-time
<b>Hours Per Week</b>	35
<b>Offer Starting Date</b>	1 Oct 2024
<b>Is the job funded through the EU Research Framework Programme?</b>	Not funded by a EU programme
<b>Reference Number</b>	[LA/P/0126/2020]
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

### **NOTICE OF OPEN INTERNATIONAL TENDER FOR THE HIRING OF 1 (ONE) ASSISTANT RESEARCHER FOR THE SCIENTIFIC AREA OF Soil ScienceS, WITH AN EMPLOYMENT CONTRACT UNDER PRIVATE LAW, FOR A PERMANENT POSITION, FACULTY OF SCIENCES OF THE UNIVERSITY OF PORTO (FCUP)**

By order of the dean of the Faculty of Sciences of the University of Porto (FCUP), Professor Ana Cristina Moreira Freire, on 8 July 2024, it is made public that this tender is open for 15 (fifteen) working days from the working day immediately following the publication of this notice in *Diário da República*, for the hiring of 1 (one) Assistant Researcher, under an individual employment contract for a permanent position, by the Regulation for Research, Science and Technology Staff of the University of Porto, Regulation no. 484/2020, published in *Diário da República*, 2nd Series, No. 100, of 22 May, and by other applicable legislation, namely the Labour Code, approved by law no. 7/2009, of 12 February, in its current wording, for carrying out research activities in the scientific area of **Soil Sciences**.

**Funding:** This recruitment is part of the institutional support provided by the Foundation for Science and Technology (FCT) to the Instituto de Inovação Capacitação e Sustentabilidade da Produção Agroalimentar (Inov4Agro). [LA/P/0126/2020]

The costs of the contract resulting from this call for tenders will be funded by the funds associated with the institutional support provided by the Foundation for Science and Technology (FCT) to the Instituto de Inovação Capacitação e Sustentabilidade da Produção Agroalimentar (Inov4Agro), FCT's

Multiannual Funding for GREENUP and the funding line to support the indefinite hiring of doctoral graduates (OE 2024 additional funding programme to stimulate the hiring of researchers).

1. **Scientific area:** Soil Sciences
2. **Applicable law:** the tender and the hiring process are governed by the provisions in the Regulation for Research, Science, and Technology Staff of the University of Porto, regulation no. 487/2020, published in *Diário da República*, no. 100, of 22 May; Decree-Law no. 57/2016 of 29th August, amended by Law no. 57/2017 of 19th July, establishing the Regulation of Scientific Employment (Regime Jurídico do Emprego Científico); Regulatory Law no. 11-A/2017 of 29th December and by other applicable legislation, namely the Labour Code, approved by law no. 7/2009, of 12 February, in its current wording and the Code of Administrative Procedure, approved by Decree-Law no. 4/2015, of 7 January.

**3. Minimum admission requirements:** Candidates may be nationals, foreigners or stateless persons who hold a doctoral degree in Environmental Sciences and Technologies or Agricultural Sciences or related areas, and who have a scientific and professional curriculum in the scientific of the competition, with no requirement to demonstrate scientific independence, and showing an appropriate profile for the duties to be carried out as described in number 13 of this notice.

*If the candidate holds a doctorate awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 66/2018, published in Diário da República, 1st series, no. 157, 16 August 2018, and any formalities must be filled by the application deadline.*

#### **4. Special admission requirements:**

**4.1** To determine the appropriate profile for the work to be carried out, an assessment must be made as to whether the scientific and curricular background is compatible with the scientific area, and therefore a favourable vote must be based cumulatively on the following qualitative and quantitative requirements:

- Qualifications within the Thematic Line of Aquatic Resources, Soil Health and Food, particularly in the assessment of soil quality (biological, physical, chemical, and ecotoxicological indicators) when subjected to different uses and/or agricultural practices, risk assessment of contaminated soils, soil-water interactions, the analysis of organic and inorganic contaminants in different environmental matrices (including the validation of analytical methods);
- Hindex (Scopus) minimum of 10 and at least 500 citations and 15 articles in journals indexed in SCOPUS or ISI Web of Science;
- Team member in at least 2 National or European Research projects, in the area of the position they are applying for and the thematic line in which they will work and obtained in competitive tenders.
- Submit a development plan in the scientific area of the tender procedure, the scientific component of which is included in a topic compatible with the requirements set out in paragraph a) and with the strategic guidelines of GreenUPorto - Research Centre for Sustainable Agri-Food Production and the Institute for Innovation, Empowerment and Sustainability in Agri-Food Production (INOV4Agro, Associated Laboratory);
- Have teaching or advanced training experience (supervision of doctoral or master's programmes or training courses) in higher education institutions in the specified area of recruitment and in the subject area in which you will develop your work.

**4.2** A candidate is considered admitted if approved by an absolute majority vote by the members of the Selection Committee who fulfill the requirements outlined in the previous paragraph.

**5. Selection procedure:** The process of selecting candidates will be carried out in three phases:

- The first phase of the candidate assessment procedure is aimed at admitting candidates to the tender, considering numbers 3, 4, and 14.
- The second phase involves evaluating the scientific and curricular background [APCC] of the candidates admitted under the previous paragraph, under the terms explained in number 6, and results in a ranking of these candidates in descending order of merit;
- The third phase applies only to the candidates in the top five positions, who will give a public presentation [AP] with discussion before the selection committee, who will evaluate and weigh it along with the curricular evaluation, in the terms explained in number 7, resulting in a final ranking list, with the rest of the candidates maintaining their prior position.

**6. Evaluation of Scientific and Curricular Career [APCC]:** The evaluation of the scientific and curricular background considers the fit of the candidate's profile to the position for which they are applying, focusing on the relevance, quality and timelessness of the following criteria:

**6.1. Criteria: Research activities (C1):**

Evaluation will focus on the relevant components of research activities, including (but not limited to):

6.1.1. Scientific work, assessed in terms of the quality and quantity of scientific work developed in the specific area and field for which the tender is open and the thematic line of the position (books, articles in journals, articles in conference proceedings, communications at conferences), weighed by the number and type of publications and the recognition they receive from the scientific community (reflected in the quality of the publication and references by other authors);

6.1.2. Significance of the scientific work carried out (quality, depth, breadth, relevance to the field, etc.) evaluated by the jury through the analysis of three main outputs indicated by the candidate (articles, books, patents, etc.).

6.1.3. Coordination or participation in scientific projects, assessed by the quality and quantity of scientific projects in which the candidate has participated in the specific area and field of the tender, funded on a competitive basis by public funds, through national or international agencies or by companies, or in international networks;

6.1.4. Intervention in the scientific and professional communities, expressed in particular through collaboration in the publication of journals, the presentation of guest lectures, as well as activities with an impact recognized by the awarding of prizes or other distinctions, in the specific area and field for which the recruitment process is open and in the area of the thematic line in which the activity will fall;

6.1.5. Development plan, in which the candidate must frame the research they intend to carry out in the future, contextualising the state of the art and the research strategies they intend to use, in line with the strategic guidelines of GreenUPorto - Research Centre for Sustainable Agri-Food Production and the Institute for Innovation, Capacity Building and Sustainability in Agri-Food Production (INOVA4Agro, LA), particularly regarding bridging the two IUs that make up the latter;

6.1.6. Other material submitted by the candidate and considered relevant by the jury.

**6.2. Criteria: Knowledge Transfer and Valorisation (C2):**

Evaluation will focus on the relevant components of university extension activities, scientific dissemination, and economic and social valorisation of knowledge, including:

- 6.2.1. Authorship and co-authorship of patents.
- 6.2.2. Involvement in drafting legislation and/or technical regulations.
- 6.2.3. Coordinating and taking part in consultancy activities in the business or public sector.
- 6.2.4. Providing specialised services, involving solving problems that require advanced knowledge, commissioned by external organisations.
- 6.2.5. Other material submitted by the candidate and considered relevant by the jury.

**6.3. Criteria: Management and Communication of Science and Technology (C3):**

Evaluation will focus on the relevant aspects of science and technology management and communication activities, in the field of the tender procedure, which include:

- 6.3.1. Participating in management bodies or performing activities relevant to the mission of GreenUPorto - Research Centre for Sustainable Agri-Food Production and the Institute for Innovation, Capacity Building and Sustainability in Agri-Food Production (Associated Laboratory) and the Universities in which they are operating.
- 6.3.2. Collaborating in evaluation committees for technical and scientific activities promoted by national or international organisations, particularly in the context of calls for projects, grants, or awards.
- 6.3.3. Science and technology dissemination. Coordinating or taking part in initiatives to disseminate science and technology to the scientific community (e.g., organising congresses and conferences) and other audiences. Scientific and technological publications in the specific field for which the tender procedure is open.
- 6.3.4. Other material submitted by the candidate and considered relevant by the jury.

**6.4. Criteria: Teaching and training (C4):**

Evaluation will focus on the relevant components of teaching and advanced training activities, framed within the legal thresholds, which include:

- 6.4.1. Experience, scope and quality of the teaching activity conducted by the candidate in the specific area and field for this tender procedure and in the thematic line in which the candidate will develop the work;
- 6.4.2. Organisation of or participation as a lecturer in international advanced schools in the area of the tender and the thematic line of the work;
- 6.4.3. Advanced training (supervising doctoral and master's students, or training courses) in higher education institutions in the field of the position applied for and the thematic line of the work;
- 6.4.4. Serving on national and international academic juries for exams or competitions in areas related to the field of the tender;
- 6.4.5. Other material submitted by the candidate and considered relevant by the jury.

The assessment of the criteria referred to in numbers **6.1.1 to 6.1.2** considers the work done in the last 5 (five) years (counting from the deadline for submitting applications).

The period of 5 (five) years referred to in the previous paragraph may be extended by the Jury, at the request of the candidate, when justified due to suspension of scientific activity for socially protected

reasons, namely parental leave, prolonged serious illness, and other legally protected situations of unavailability for work.

The criteria, parameters, and weightings of the APCC and the formula for the final APCC classification are detailed in the table in Annex I.

In the selection of candidates for the competition, each member of the selection committee ranks the candidates in descending order of merit on a standardized scale of 0-100, and it is based on their ranked list of candidates that each member of the selection committee takes part in the voting as mentioned in number 9.

## **7. Public presentation (AP):**

- The public presentation takes place in the third phase of the process, in addition to the curriculum evaluation, and is only given to candidates ranked in the first five positions of the APCC;
- During the public presentation, the best candidates (selected as stated in number 6) will be judged on their oral presentation and argumentation skills, through a public presentation of their Development Plan and their response to questions asked by members of the committee;
- The candidates' performance is evaluated considering their communication skills, organization and clarity of the information presented, argumentation skills, and the conviction generated from the interest and feasibility of the individual project presented;
- Each member of the selection committee will grade the performance of each candidate on a scale of 0-100, accompanied by a clear and reasoned justification of the assigned grades, and then apply the pre-defined weighting in Annex I to obtain the corresponding final ratings, which will result in a new list of the best candidates;
- Each member of the selection committee participates in the final collective decision on the final ranking list, while the remaining candidates maintain their previous positions;
- If candidates fail to turn up for the third selection method (Public Presentation), regardless of the score obtained in the second selection method (APCC), they will be deemed to have withdrawn/excluded from the competition.

**8. Final evaluation:** the final evaluation (AF) of candidates is expressed on a scale of 0 to 100 points and is determined by the formula in Annex I.

## **9. Deliberations of the Selection Committee:**

9.1. The Selection Committee will decide on the approval and ranking of candidates, using nominal vote, based on the selection criteria and the scores given by each member;

9.2. Deliberations are approved by an absolute majority; no abstentions are allowed;

9.3. If there is a tie, tiebreaking is conducted by the casting vote of the Chairman of the Selection Committee;

9.4. In the various voting rounds, each member of the jury must respect his or her ranking list, and the voting rounds must comply with the following:

- the first voting round determines the first-placed candidate, counting the number of votes each candidate received for that position;
- if a candidate obtains an absolute majority of the votes for 1st place, he/she is placed in that position and is removed from the ballot, and the procedure for choosing the candidate in 2nd place begins;
- if no candidate obtains an absolute majority of the votes for 1st place, a new ballot will be held between the candidates who obtained votes for 1st place, after removing the candidate who

- received the least votes for that place in the previous ballot;
- in the event of a tie between two or more candidates for the position of least voted, a tie-breaking vote will be cast between the two candidates only, counting the number of relative first positions for each, and the least voted candidate will be removed;
- if the tie remains between two or more candidates in the lowest position, but the number of candidates tied in the lowest position has been reduced compared to the previous voting round, a new tie-breaking vote is cast only between the candidates tied in the lowest position, counting the number of relative first positions of each, and the least voted is removed;
- in the event of a tie between two or more candidates for the position of least voted for, with no reduction in the number of candidates tied for the position of least voted for compared to the previous voting round, the tiebreaker vote is cast by the Chairman or by casting the deciding vote, as applicable, and the candidate voted for by the Chairman is chosen to take part in the subsequent vote for the same position;
- in the event of a tie when there are only two or more candidates left for 1st place, the tiebreaker is the casting vote of the Chairman of the Jury or by casting the deciding vote, as applicable;
- once a candidate has been chosen for 1st place, he or she is removed from the ballot and the procedure for choosing the 2nd place candidate begins, repeating the process referred to in the previous paragraphs for the subsequent places until there is a final ranked list of all the candidates.

**10. Compensation:** the gross monthly base salary is **€3,427.59**, corresponding to the 1st remuneration position, level 9, following the table annexed to the Regulation for Research, Science, and Technology Staff of the University of Porto, on an exclusive service basis.

**11. Place of work:** the candidate hired will carry out their duties at the Faculty of Sciences of the University of Porto, or any other FCUP premises, when there is a clear need to do so, and will, in any event, be restricted to travelling to carry out the duties for which they are hired.

## **12. Contracting Regime:**

- Assistant Researchers will be hired under a contract of indefinite duration, with a trial period of five years, under the terms of Article 48(2) of the Regulation for Research, Science and Technology Staff of the University of Porto.
- As a rule, career research staff perform their duties on an exclusive service basis.

## **13. Duties:**

**13.1.** Under article 8.1 of the Regulation for Research, Science and Technology Staff of the University of Porto, the duties of research staff fall under the following:

- Research.
- Knowledge Transfer and Valorisation.
- Management and communication of science and technology and other tasks.
- Teaching and training activities.

**13.2.** Under Article 13(1) of the Regulation for Research, Science, and Technology Staff of the University of Porto, Assistant Researchers are responsible for carrying out research and development activities regularly, as well as other scientific and technical activities within the scope of the missions of their respective institutions and in addition:

- Take part in the design, development, and execution of research and development projects, and in related scientific and technical activities;
- Monitor the work carried out regarding the projects under their responsibility;
- Collaborate in the development of training sessions in research and development methodology;
- Supervise the research work carried out by grant holders, research trainees, and research assistants;

- Collaborate with teaching staff and take part in the institution's training programs;
- Mentor higher education students, that is, undergraduate, master's, and doctoral students;
- Perform the duties assigned to them by the governing bodies of the institution to which they belong.

## 14. Applications:

14.1. Applications must be submitted exclusively through the tender page ([https://sigarra.up.pt/fcup/pt/CNT\\_CAND\\_GERAL.CONCURSOS\\_LIST](https://sigarra.up.pt/fcup/pt/CNT_CAND_GERAL.CONCURSOS_LIST) no. 466), by request addressed to the Chairman of the Selection Committee, and the following documentation:

- Application form (template available on the tender page).
- *Curriculum Vitae* written in English and containing all the relevant information for the evaluation of the application and organized according to the selection criteria in number 6 of this notice;
- Certificate of doctoral qualifications.
- Proof of recognition of a doctoral certification awarded by a foreign higher educational institution, or by a Portuguese higher education institution (if applicable);
- Development Plan, written in English, in which the candidate must frame the intended future research, contextualising the state of the art and the research strategies they propose and that are compatible with the strategic guidelines of GreenUPorto – Centro de Investigação em Produção Agroalimentar Sustentável e do Instituto de Inovação, Capacitação e Sustentabilidade da Produção Agroalimentar (INOV4Agro, LA). This document must have a maximum of 10 A4 pages (Arial font, size 11, 1.5 space and 2.5 cm margins, including cover, table of contents, illustrations, references, and any other items), with a minimum text size of 11pt;
- Performance Report, written in English containing the candidate's analysis of the work and elements of his or her curriculum vitae that he or she considers most relevant, particularly about the development of knowledge in the field of the tender, must be submitted; this document must have a maximum of 5 A4 pages (including cover page, table of contents, illustrations, references, and any other items), with a minimum text size of 11pt and written in Portuguese or English;
- Scientific publications, up to a maximum of 5, which the candidate considers to be the most significant for the recruitment area;
- Any other documents that the candidate deems relevant for his / her merit evaluation.

14.2. The documents referred to in paragraphs **a)** to **g)** are mandatory.

14.3. The documents included in the application must be in PDF format (mandatory), unlocked (*unlock*), allowing selecting and copying text, and making annotations, with an active "*table of contents*" (TOC or "*bookmarks*", depending on the PDF reader) and a chapter structure to allow digital navigation of the document with the side column open in "*Portable Document Format*" (.pdf).

14.4. Files must be identified with the candidate's first and last name. They can be compressed in the format .zip.

**15. Exclusion:** Failure to submit the documentation required under the terms of this notice or submitting it after the deadline stipulated for this purpose, or failure to match the candidates' profile to the area of recruitment, will result in their exclusion.

**16. Notifications and fair hearing:** the Human Resources Unit of the Faculty of Sciences of the University of Porto will notify candidates of the decisions made throughout the tender procedure. All candidates will be notified of the final decision of the Selection Committee. Notifications are sent by email, under the terms of articles 112(1)(c) and 113(5) of the CPA. Candidates are hereby informed that, under articles 121 et seq. of the Code of Administrative Procedure, they have ten working days to submit their written comments.



**17.** This tender procedure is intended exclusively to fill the vacancies indicated, and can be terminated until the final ranking list of candidates has been approved and will expire when the vacancies have been filled. If no candidate proves to have the right profile to fulfil the duties described above within the scope of this project, the Jury reserves the right not to offer the post or posts in the tender.

**18. Selection committee:** consists of the following members:

**President:** Miguel Sousa Costa, Full Professor of Faculty of Sciences of University of Porto

**Members of the jury:**

José Paulo Filipe Afonso de Sousa, Associate Professor of University of Coimbra;

Remigio Paradelo Nunez, Associate Professor of University of Santiago de Compostela, Spain;

Eduardo Anselmo Ferreira da Silva, Full Professor of University of Aveiro;

Joaquim Carlos Gomes Esteves da Silva, Full Professor of Faculty of Sciences of University of Porto;

Luís Miguel Soares Ribeiro Leite da Cunha, Associate Professor with Aggregation of Faculty of Sciences of University of Porto;

Ruth Maria de Oliveira Pereira, Assistant Professor with Aggregation of Faculty of Sciences of University of Porto.

**19. Hiring:** The candidate selected will be hired as an assistant researcher under a contract of indefinite duration, with a five-year trial period.

**20. Waiting list:** based on the final ranking list, a reserve list will be formed consisting of the candidates who have made the public presentation, which may be called upon if the candidate ranked first withdraws. The Faculty's governing body reserves the right to call the next candidate and so on until the vacancies are filled, whenever it deems it appropriate. This reserve list may be used for up to 18 (eighteen) months from the date on which the final ranking list is approved.

**21. Commitment:** In compliance with paragraph h) of Article 9 of the Constitution, the University of Porto, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously avoiding any form of discrimination. In this spirit, terms such as "candidate," "author," or "teacher," among others that refer to the people who apply for this recruitment tender are used as gender neutral. In addition, no candidate may be privileged, benefited, impaired, or deprived of any right or exempt from any duty on grounds of ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, and trade union membership.

University of Porto, 22 of August of 2024

Dean of the Faculty of Sciences of the University of Porto

Full Professor Ana Cristina Moreira Freire

## **Annex I**

### **Table 1: Criteria and weights of the APCC**

#### **Criteria's (C)**

#### **Weight (PC)**

**C1** – Research activities

0.75 PC1

**C2** - Knowledge Transfer and Valorisation

0.05 PC2

**C3** - Management and Communication of Science and Technology

0.05 PC3

**C4** - Teaching and training

0.15 PC4

The APCC final ranking is calculated as follows: (ATTACHMENT)

### **Table 2: final evaluation (AF) - Weights for the selection methods**

#### **Methodology**

#### **Weight**

*APCC* (Evaluation of Scientific and Curricular Career)

0.70 *PAPCC*

*AP* (Public presentation)

0.30 *PAP*

**Final evaluation result:** (ATTACHMENT)

## Where to apply

**Website** [https://sigarra.up.pt/fcup/pt/cnt\\_cand\\_geral.concursos\\_list](https://sigarra.up.pt/fcup/pt/cnt_cand_geral.concursos_list)

## Requirements

**Research Field** Agricultural sciences » Other

**Education Level** PhD or equivalent

### Internal Application form(s) needed

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## Additional Information

### Work Location(s)

**Number of offers available** 1

**Company/Institute** FCUP

**Country** Portugal

**Geofield**

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Street	University of Porto – Pólo do Campo Alegre

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