

**NOTICE OF OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE  
RECRUITMENT OF 1 DOCTORATE EQUIVALENT TO AN ASSISTANT RESEARCHER**

**1.** By order of 25/05/2022, the subdirector of FEUP, Professor Ana Maria Rodrigues de Sousa Faria de Mendonça, deliberated to open an international selection procedure for the recruitment of one doctorate equivalent to Assistant Researcher to develop scientific activities in the Research Unit LEPABE – Laboratory for Process Engineering, Environment, Biotechnology and Energy – funded by FCT in the form of a Uncertain Term Employment Contract, under the Labor Code, never exceeding the maximum limit of six years.

The recruitment of this research position aims the development of R&D activities inserted in the areas of bioengineering and bionanotechnology, applied to the delivery of nucleic acids in microorganisms. The specific objectives are the development of new methods for the internalization of nucleic acid mimics (NAMs) in microorganisms, using different delivery vectors, the evaluation of the biological barriers to such delivery, and the design of bio-inspired strategies to detect and eradicate microorganisms of interest.

**2.** The selected researcher may also collaborate in the teaching and training activities in the area of research.

**3.** This recruitment is carried out under the Contract-Program, granted between the Funding Agency for Science and Technology, I.P. (FCT) and the Faculty of Engineering of the University of Porto (FEUP), on the 13 January 2022, celebrated following the “Procedimento Concursal de Apoio Institucional”.

**4.** Applicable Legislation: Decree-Law no. 57/2016, of 29 August, approving a regime for contracting doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), in the wording introduced by the first amendment provided Law no. 57/2017, of July 19, Regulatory Decree no. 11-A/2017, of December 29, Labor Code, Law on 7/2009, of 12 February, in its current version and Regulation nº 487/2020, of 22 May - Regulation of Research, Science and Technology Staff of the University of Porto in its current wording.

**5.** In the wording of article 16 of Decree-Law no. 57/2016 of 29 August, this procedure is exempted from the authorization of the members of the Government responsible for the areas of Finance and Public Administration, namely in paragraph no.3 of article 7 of the LTFP; from the prior favorable opinion of the members of the Government responsible for the areas of Finance and Public Administration as mentioned in no. 5 of article 30 of the LTFP and from the procedure for the recruitment of workers in the requalification situation referred to in Article 265 of the LTFP.

**6.** In accordance with article 13 of the RJEC and according to the appointment, the jury is composed as follows:

President: Maria Arminda Costa Alves

Member: Filipe José Menezes Mergulhão

Member: Nuno Filipe Ribeiro Pinto de Oliveira Azevedo

Substitute Member: Fernão Domingos de Montenegro Baptista Malheiro de Magalhães

Substitute Member: Luís Miguel Palma Madeira

**7.** The work will be developed at the Department of Chemical Engineering of the Faculty of Engineering of the University of Porto (FEUP).

**8.** The monthly remuneration to be attributed is the one is the one provided in nos. 1 and 2 of article 2 of the Regulatory decree no 11-A/2017, December, 29, corresponding to the level 1/195 provided in the Estatuto da Carreira de Investigação Científica, approved Decree-Law no 124/99, April 20, changed by the Law no 157/99, September 14 which is € 3.230,21, on exclusive dedication.

**9.** The applicants may be national, foreign and stateless candidates holding a doctor degree in Chemical and Biological Engineering, or other related area and holding of a science curriculum and training relevant to the scientific area for which this competition is open and to the activity to be developed.

If the PhD degree has been awarded by a foreign higher education institution, it must comply with the provisions of the Decree-Law no. 66/2018, of august 16th, and any formalities established there must be fulfilled until the time of signing the contract.

**10.** General requirements for admission to competition are those defined in the previous paragraph. In order to determine the profile appropriate to the activity to be developed, the following criteria are defined:

- candidates must be skilled and have previous proven experience in: delivery of NAMs in bacteria and across biological barriers, association of different delivery vectors to NAMs, (co-)supervision of master and PhD students in these fields, project management, and organization of workshops and conferences.

**11.** In terms of the article 5 of the RJEC, the selection is made through the evaluation of the scientific and curricular careers of the candidates.

**12.** The evaluation of the scientific and curricular path, taking into account the profile appropriate to the activity to be developed, focuses on relevance, quality and current impact of:

- a) the scientific, technological, cultural or artistic production of the last five years considered to be more relevant by the applicant;
- b) the applied or practice-based research activities developed over the last five years and considered as having the greatest impact by the candidate;
- c) the activities of extension and dissemination of knowledge developed during the last five years, in particular in the context of culture and scientific practices promotion that are considered by the candidate to be of greater relevance;
- d) the activities of management of science, technology and innovation programs, or the experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad.

**13.** The period of five years referred to in the preceding paragraph may be increased by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely on grounds of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

14. This position is open for carrying out activities in the area of bioengineering and bionanotechnology, below designated as **area of preference**.

The ranking of the candidates is expressed on a scale of 0 to 100 points.

The evaluation criteria are the following:

The Evaluation of the Scientific Career and Curriculum Vitae (ESCC) focuses on three parts described below and the final classification is obtained by: **ESCC = 0.2 AQ + 0.5 SCC + 0.3 MCI**.

**1. Academic Qualifications (AQ)**

Assessment of the area of study of the candidate: PhD in Chemical and Biological Engineering, AQ = 100 points; PhD in Related Areas, AQ = up to 40 points.

**2. Scientific Career and Curriculum (SCC)**

Assessment of the relevance, quality and current impact of scientific career and curriculum. This evaluation focuses on the parameters described below and the classification is obtained by: **SCC = 0.9 SC + 0.1 RA**.

**2.1 Scientific Production (SC)**

Assessment of the scientific production (SC), over the last five years. The classification is obtained by: **SC = 0,6 SCV + 0,4 SCQ**.

Quantitative Evaluation (SCV): publications in ISI journals, in the area of preference, SCV = up to 100 points; publications in related areas, SCV = up to 40 points; publications in other areas, SCV = 30 points.

Qualitative Evaluation (SCQ): the candidate must provide copies of up to 5 articles considered to be most relevant, SCQ = up to 100 points.

**2.2 Research, Extension, and Management Activities (RA)**

Evaluation of applied, or based on practice, research activities, as well as activities of extension and management developed in the last five years. This parameter includes (i) participation in R&D projects, services, and technology transfer and (ii) participation in science management and knowledge dissemination activities, including the organization of conferences, symposia, and scientific cooperation activities. Activities in the area of preference, RA = up to 100 points; activities in related areas, RA = up to 30 points; activities in other areas, RA = 10 points.

**3. Motivation and Capacity for Innovation (MCI)**

Evaluation of the candidate's motivation and capacity for innovation. For this evaluation, the applicant must submit the documents described below and the classification is obtained by the following formula: **MCI = 0.5 LM + 0.5 PR**.

**3.1 Letter of Motivation (LM)**

Letter of motivation describing the relevance of the candidate's scientific career to this position and career personal goals: LM = up to 100 points.

**3.2 R&D Project (PR)**

Summary of R&D Project (maximum 2 pages A4) in the scientific area of preference: PR = up to 100 points.

15. The selection process includes a professional interview (**PI**) to the candidates, which exclusively intend for the clarification of aspects relates to the results of their research, **for the candidates with an Evaluation of the Scientific and curriculum Vitae (ESCC) exceeding 80 points**. The (PI) will be classified on a scale of 0 to 100 points.

16. The final grade is the sum of the classifications obtained in the Evaluation of the Scientific and Curriculum Vitae (ESCC) and Professional Interview (PI) (**0.9 ESCC + 0.1 PI**). **The position can only be filled by candidates whose final classification is equal or greater than 80 points.**

17. The jury shall deliberate by means of a nominal vote based on the selection criteria adopted and published, and abstentions are not allowed.

18. Minutes of the meetings of the jury are drawn up, containing a summary of what has taken place in the meetings, as well as the votes cast by each of the members and their reasons; these minutes should be available to candidates whenever requested.

19. After completing the application of the selection criteria, the jury will draw up an ordered list of successful candidates with their classification.

20. The final decision of the jury is approved by the maximum leader of the institution that also has to decide on the hiring.

21. Formalization of applications:

21.1. Applications must be formalized at <http://www.fe.up.pt/concursos>, on-line reference nº 821. The application must include: complete name, number and date of the identity card, tax identification number, date and location birth, residence and contact address, including e-mail and telephone contact.

21.2 The application shall be accompanied by documents proving the conditions laid down in paragraphs 9 and 10 for admission to this call, namely:

- a) Certificate of PhD degree;
- b) PhD Thesis;
- c) Detailed Curriculum Vitae;
- d) Other documents relevant to the assessment of the qualification in related scientific area;
- e) Abstract of R&D project (máx. 2 pag. A4);
- f) Copy of the 5 most relevant publications;
- g) Motivation letter;
- h) Recommendation letters (optional);
- i) Documentary evidence of professional experience;
- j) Information concerning scientific and technological research production, applied research activities, extension activities and dissemination of knowledge and science technology and innovation program management activities.

21.3. The application period starts on the day following the publication of this notice and takes place for a period of 10 (ten) working days.

22. Candidates who formalize their application incorrectly or do not prove the general requirements specified in this notice are excluded from admission to the competition. The jury has the power to require any candidate, in case of doubt, to present documents proving their statements.

23. False statements by candidates shall be punished in accordance with the law.

24. The list of admitted and excluded candidates and the final classification list are published on the FEUP website at [https://sigarra.up.pt/feup/en/noticias\\_geral.lista\\_noticias#gruponot12](https://sigarra.up.pt/feup/en/noticias_geral.lista_noticias#gruponot12), and the candidates will be notified by email with receipt of delivery of the notification.

25. Preliminary Hearing and deadline for the Final Decision: in accordance with article 121 of the Code of Administrative Procedure, after being notified, the candidates have 10 working days to pronounce. Within a maximum period of 90 days from the deadline for submitting applications, the final decisions of the jury are given.

26. The present competition is exclusively intended to fill the vacancies indicated, and may be terminated until the final list of candidates is approved and will expired with their respective occupation of the job on offer.

27. Non-discrimination and equal access policy: FEUP actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, beneficiary, disadvantaged or private of any right or exemption from any duty owing, in particular, to ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, 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 beliefs and trade union membership.

28. The selection boards approved this notice at the meeting held on 30/05/2022

29. Under the terms of D.L. No. 29/2001, of February 3rd, the disabled candidate has preference in equal classification, which prevails over any other legal preference. Candidates must declare their respective degree of incapacity, the type of disability and the means of communication / expression to be used in the selection process, under the terms of the aforementioned diploma.