

PUBLIC NOTICE OF OPENING OF AN INTERNATIONAL RECRUITMENT COMPETITION FOR ONE PHD HOLDER FOR THE PROJECT “ATLANTIDA - PLATFORM FOR THE MONITORING OF THE NORTH ATLANTIC OCEAN AND TOOLS FOR THE SUSTAINABLE EXPLOITATION OF THE MARINE RESOURCES” AT ICBAS-UP (FIXED-TERM CONTRACT)

1. The Dean of the Institute of Biomedical Sciences of Abel Salazar of the University of Porto (ICBAS-UP) approved in November, 26, 2020, the opening of an international recruitment competition for a PhD holder to carry out research in the area of Biological Sciences at ICBAS-UP, by means of an individual fixed-term employment contract (“contrato individual de termo resolutivo incerto”) under the Portuguese Labour Code. The successful candidate will work in the research project “ATLANTIDA - Platform for the monitoring of the North Atlantic Ocean and tools for the sustainable exploitation of the marine resources”. The project is funded by Programa Operacional Regional do Norte within Eixo Prioritário Investigação, desenvolvimento tecnológico, Aviso N.º 03/SAICT/2019, with the reference NORTE-01-0145-FEDER-000040.

The purpose of this contract is to perform the following tasks:

a) Monitoring and technical implementation of the objectives of the ATLANTIDA project, which aims at the sustainable exploitation of marine resources. Aquatic ecosystems are frequently impacted by anthropogenic pollution. Over the past decades, a large number of pollutants have been widely introduced in marine and freshwater environments threatening the health and integrity of these ecosystems. Among the environmental pollutants present in aquatic ecosystems, microplastics (MPs) were identified as an important emerging threat. Worldwide plastic production reached about 322 million metric tons in 2015, and 5-13 million metric tons were reported to enter into the marine environment annually. Plastics discarded in the environment may never completely degrade, but instead fragment into smaller particles called MPs. A considerable amount of MPs entering the marine environment result from direct inputs, such as offshore aquaculture activities, loss of nets in fisheries and litter, among other sources. Their physical and chemical features, as well as their small size facilitate their widespread dispersion in aquatic bodies making them available within food-webs. Several studies showed that seafood products, including edible fish, could be a major route of human exposure to MPs. Ingested microplastics may cause physical harm to fish but could also exert their harmful effects by providing a medium to facilitate the transport of other toxic compounds such as heavy metals and persistent organic pollutants (POPs) in organisms. Despite the studies conducted

in recent years, important questions will be addressed in this project that will help understand the impact of MPs in fish species with importance for human consumption: a) Disclose the fate of MPs in fish tissues; b) Understand MP interaction with organic contaminants and their potential effects on biological responses of fish species of interest for aquaculture; c) Evaluate the possible bioaccumulation of such compounds in edible fish tissues and the potential risk for human consumption under emergent scenarios of climate change; This project adopts a multidisciplinary approach, integrating molecular and traditional tools to address physiological, nutritional and environmental challenges in modern aquaculture.

b) Ensure communication between the various partners and entities in order to successfully execute the project;

c) Ensure the preparation and submission of the project's technical-scientific reports to the competent entities, as well as the writing of scientific articles to disseminate the results of the project;

d) Monitor the financial execution of the project.

Termination of the project or termination of the financing shall determine the expiration of the contract.

2. Applicable law

Decree-Law No. 57/2016, of August 29, the regulations for hiring PhD holders to stimulate scientific and technological employment in all areas of knowledge (RJEC), with the amendments introduced by Law No. 57/2017, dated July 19, also taking into account the provisions of Regulatory Decree No. 11-A/2017, of December 29; Regulamento do pessoal de investigação, de ciência e tecnologia da Universidade do Porto – Regulamento n.º 487/2020; Portuguese Labour Code, approved by Law No. 7/2009, of February 12, in its current wording.

3. Under the terms of Article 18 of RJEC, the present competition is exempt of: i) authorization from the Government officials in charge of the areas of Finance and Public Administration, as specified in point 3 of Article 7 of the Public Service Labour Law (“Lei de Trabalho em Funções Públicas – LTFP”); ii) prior favourable opinion from the Government officials in charge of the areas of Finance and Public Administration (as specified in point 5 of Article 30 of the LTFP); and iii) the legal procedure for the recruitment of workers in the process of requalification, as specified in Article 265 of the LTFP.

4. In compliance with Article 13 of RJEC, the selection panel of this competition is composed as follows:

Chair:

Professora Doutora Luísa Valente, Associate Professor ICBAS-UP;;

Jury Members:

Professora Doutora Lúcia Guilhermino; Full Professor ICBAS-UP;

Doutora Cristina Velasco, Researcher CIIMAR;

Doutor Benjamin Costas, Researcher CIIMAR;

Alternate member:

Professora Doutora Ana Rita Cabrita, Assistant Professor ICBAS-UP.

5. The workplace shall be at ICBAS Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto, sito na Rua de Jorge Viterbo Ferreira, 228 and CIIMAR – Centro Interdisciplinar de Investigação Marinha e Ambiental - Edifício do Terminal de Cruzeiros do Porto de Leixões, Avenida General Norton de Matos, S/N, 4450-208 Matosinhos.

6. The monthly remuneration to be paid is of €2.134,73, corresponding to level 33 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31 and level 5, position 1 from the Regulamento n.º 487/2020.

7. The competition is open to national candidates, foreigners and stateless persons who hold a doctoral degree in Biological Sciences, Animal Science, Biochemistry, Veterinary Science, Bioengineering, Genetics, Biomedical Science or similar areas, and a scientific and professional path that reveals an adequate profile to the activity to be developed.

If the candidate holds a doctoral degree awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, in accordance with the provisions of article 25 of Decree-Law no. 66/2018 of 16 August, which approves the legal regime for the recognition of academic degrees and higher education diplomas awarded by foreign higher education institutions and Article 4 (2) (e) of Decree-Law no. 60/2018 of 3 August, and any formalities established therein be fulfilled up to the date of the contracting act.

8. According to Article 5 of RJEC, the selection is made through the evaluation of the scientific and curricular path of the candidates.

9. The evaluation of the scientific and curricular path of the candidates focuses on the relevance, quality and timeliness of:

- a) The scientific–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, considered to be of greater relevance by the candidate;
- d) Management activities of science, technology and innovation programs, or experience in the observation and monitoring of the scientific and technological system or of the higher education system, in Portugal or abroad.

10. The period of five years referred to in the previous number may be increased by the selection panel, at the request of the candidate, when justified in suspending the scientific activity for socially protected reasons, namely for reasons of parental leave, serious illness prolonged work, and other situations of unavailability for work legally protected.

11. Special requirements for admission:

- a) Experience in supervising masters and doctoral students;
- b) Ability to perform molecular biology techniques autonomously (example: DNA extraction, PCR, sequencing, including design of primers and development and optimization of protocols);

12. The preferred requirements are:

- a) Good knowledge of English and Portuguese, both written and spoken;
- b) Technical and scientific knowledge in animal nutrition and food safety;
- c) Technical and scientific knowledge about techniques for identification, characterization and quantification of chemical compounds in ingredients and foods (example: heavy metals, persistent organic pollutants, microplastics);
- d) Experience in determining the bioactivity of compounds (example: anti-oxidant capacity; anti-inflammatory) and their use in functional foods;
- e) Ability to perform molecular biology techniques autonomously (example: DNA extraction, PCR, sequencing, including design of primers and development and optimization of protocols);
- f) Experience in supervising masters and doctoral students;
- g) Demonstrated ability to perform data analysis, prepare reports and write manuscripts;
- h) Proven record of organizational responsibilities and evidence of successful leadership initiatives;

13. Evaluation methods are: Scientific and Curricular Career Evaluation (SCCE) = 0.5 SP + 0.4 RA + 0.1 MCI (90%) and a professional selection interview (PSI) (10%).

C1) The scientific production (SP) of the last five years is evaluated. The classification of the scientific production is obtained by: $SP = 0.6 SPV + 0.4 SPQ$.

Quantitative evaluation (SPV): Publications in ISI journals in the area of preference, SPV = up to 5 points; Publications in related areas, SPV = up to 3 points; Publications in other areas, SPV = 0 points. Qualitative evaluation (SPQ): Candidates must provide copies of up to 5 articles or patents that they deemed most relevant, SPQ = up to 5 points.

C2) Research, Extension and Management Activities (RA): The activities of applied or practice-based research, as well as extension and management, developed over the last five years, are evaluated. Included in this parameter are: (i) supervision / co-supervision of masters, doctorates and post-doctorates and (ii) coordination and/or participation in R&D projects, services, and technology transfer processes and (iii) participation in science management and knowledge dissemination activities, including the organisation of conferences, symposia and scientific cooperation activities. Activities in the area of preference, RA = up to 5 points; Activities in related areas, RA = up to 3 points; Activities in other areas, RA = 0 points.

C3) Motivation and Capacity for Innovation (MCI): Evaluation of the candidate's motivation and ability to innovate. For this evaluation the candidate must present a motivation letter describing the relevance of the scientific career to the position and to the personal career goals: MCI = up to 5 points.

C4) The evaluation process includes a professional selection interview (PSI), for the three candidates with higher score for the Scientific and Curricular Career Evaluation (SCCE). The interview will be classified in a scale of 0 to 5 points, and will be used to clarify aspects related to the candidate's research results, having a maximum weight of 10% of the total evaluation. The interview is optional in the case of a single candidate in the previous conditions.

14. The final score to each of the candidates is expressed on a scale of 0 to 100 points.

$$FS = 0,5 C1 + 0,4 C2 + 0,1 C3$$

$$FS \text{ with interview} = (0,50 * C1 + 0,40 * C2 + 0,10 * C3) * 0,90 + 0,10 * C4$$

15. The selection panel will make decisions based on the selection criteria above using nominal voting (voting by roll call). Abstentions are not allowed.

16. Minutes of the selection panel meetings will be drawn up containing a summary of what has taken place in them, including the votes cast by each of the members and respective justification. Minutes will be available to the applicants if requested.

17. When the selection procedure has been concluded, the selection panel will elaborate a sorted list of successful candidates based on the obtained scores.

18. The final decision of the jury is approved by the maximum leader of the institution that also decides on the hiring.

19. Submission of applications:

19.1. Candidates must submit their applications, addressed to the Chair of the selection panel, identifying the competition they are applying to, full name, affiliation, number and date of issue of identification card, citizen's card, or passport, tax identification number, date and place of birth, home and contact address, including e-mail address and telephone number.

19.2. Applications must include all supporting documents that prove that the conditions set out in the requirements (points 7 and 11) are fulfilled, in particular:

- a) Copy of doctoral certificate or diploma;
- b) Documents proving the conditions described in point 13;
- c) Detailed and structured curriculum vitae in accordance with items 9 and 13;
- d) Letter of motivation;
- e) Other supporting documents that the applicant considers relevant for the assessment of its merit.

19.3. Applicants submit their requirements and supporting documents in PDF format to the electronic address candidaturasrh@sp.up.pt, and also to lvalente@icbas.up.pt. In the subject of the message, please include the reference of the post "ICBAS | 1 Investigador/a Doutorado/a | ATLANTIDA".

19.4. Applications must be submitted by 11.59 pm (local time) on the 10th working day following the publication of this notice in the 2nd series of the Diário da República, on the Bolsa de Emprego Público, on the Eracareers portal, on the University of Porto's Recruitment page and ICBAS website).

20. Candidates whose applications are not properly completed or who fail to fulfil the requirements established in the call are excluded from admission. In case of doubt, the selection panel is entitled to request further documentation to support the applicant's declarations.

21. False statements provided by applicants are punishable by law.

22. The minutes regarding the evaluation phases will be sent by email to the address provided by the candidates on their Curriculum Vitae.

23. Prior hearing and deadline for final decision: in compliance with the provisions of the Article 121 of the Code of Administrative Procedure ("Código do Procedimento Administrativo"), after being notified, candidates have 10 working days to submit a formal rebuttal. Up to a maximum of 90 days counted from the deadline for submitting applications, the selection panel will have passed the final decisions.

24. This selection is exclusively intended to fill this available position. It may be closed at any time before the legally binding homologation of the final ranking lists, and will expire when the position is filled.

25. ICBAS-UP actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived 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.

26. The selection panel approved this public notice at the meeting held on November 9, 2020.

Porto, November 26, 2020

The Dean of the Institute of Biomedical Sciences of Abel Salazar of the University of Porto, Professor Doutor Henrique Cyrne Carvalho