

NOVA University of Lisbon

Faculty of Science and Technology

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Deadline: 21/11/2024

**Opening of an international open competition for the recruitment of 1 Assistant Researcher
for a scientific research career on a private law basis**

Professor José Júlio Alves Alferes, Director of the Faculty of Science and Technology of NOVA University of Lisbon, under the powers delegated by Order no. 181/2023, of 4 January, makes it known that, by order of de 07/08/2024 of the Rector of NOVA University of Lisbon, Prof. João Sàágua is open, for a period of 15 working days from the day immediately following the publication of Notice in the Official Gazette, an international documentary competition, with internal reference "**Inv.Aux.8-DQ**", for the recruitment of a Assistant Researcher, in the scientific area of **Biochemistry and Biophysics**, subarea of **Integrative Structural Biology / X-Ray Crystallography**, under the terms of an open-ended individual employment contract, in accordance with Law no. 7/2009, of 12 February, which approves the Labour Code, with its successive amendments, and under the terms of Regulation no. 393/2018, of 28 June.

This competition is open within the project UIBP/04378/2020 UCIBIO, financed by the Foundation for Science and Technology I.P, under Regulation no. 872/2019, of 12 November, by the additional funding line OE 2024 to stimulate the hiring of researchers, and other applicable national and Community legislation.

In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, NOVA University of Lisbon, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously providing in order to avoid any and all forms of discrimination. In this sense, terms such as "candidate", "selected", "recruited", "hired", "author", "researcher", among others that refer to the people applying for the competition, are not used in this Notice to refer to their gender.

I - Workplace:

The place of work will be at facilities of the Faculty of Science and Technology of NOVA University of Lisbon, located on the Caparica Campus, in the Chemistry Department, research centre - Applied Biomolecular Sciences Unit-UCIBIO.

The employee will make all the journeys, in Portugal or abroad, inherent to their duties or necessary to carry out their activity.

II – Main functions and activities:

The selected candidate will be hired as Assistant Researcher at NOVA FCT and will carry out scientific research work in line with UCIBIO's strategy, namely:

1. will reinforce activities in the field of Glycobiology by contributing with integrative skills in X-ray crystallography and cryo-EM, partly within the framework of the GlycoTwinning programme. Glycobiology is one of UCIBIO areas of reference with national and international recognition.

2. will build bridges of interdisciplinary collaboration within the Research Unit and promote the transfer of knowledge with industry, particularly in the field of Integrative Structural Biology.

III - Remuneration position and exclusivity:

The initial position of the researcher under private law in one of the remuneration positions of the category is subject to negotiation with the employer, according to the researcher's profile and experience in accordance with the provisions of article no. 15 of Regulation no. 393/2018 of 12 June.

The Assistant Researcher will be recruited under private law and full dedication, which implies the renunciation of the exercise of any remunerated function or activity, public or private, including the exercise of a liberal profession, and the rules provided for in article 52 will apply under private law, with a full dedication time regime.

IV – Contracting modality

The recruitment of the Assistant Researcher in the form of an individual open-ended contract will take place under the terms of the Regulation on the careers, recruitment and employment contracts of researchers under an employment contract at NOVA University of Lisbon - Regulation no. 393/2018, of 28 June.

Everything not included in this notice will be referred to Regulation no. 393/2018, of 28 June.

V - Applicant admission requirements

1. Under the terms of the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99, of 20 April (ECIC), as amended, it is a general requirement to hold a doctoral degree and have a relevant scientific curriculum in the area of the competition.
2. National, foreign and stateless candidates who hold a doctoral degree in the scientific area of Biochemistry or related areas may apply. If their qualifications were obtained abroad, they must provide proof of recognition, equivalence or registration of the degree, under the terms of the applicable legislation. This formality must be completed by the date the contract is signed.

They must have a scientific and professional curriculum vitae with a profile appropriate to the tasks to be carried out in the area and sub-area of the competition;

VI – Application instructions

1. The application must be instructed by filling in the respective application form, which is available at <https://www.fct.unl.pt/en/faculdade/concursos/investigadores>.
2. The application process must be accompanied by documentation in Portuguese or English.
3. The application should be submitted preferably by email, containing the following documents:
 - a) Certificate proving the Doctor's degree in the disciplinary area to which the competition relates;
 - b) Curriculum vitae of the candidate, which must include:
 - i) The identifications “Researcher ID”, “Scopus Author ID” and “Google Scholar ID”.
 - ii) Research and development activities and all other activities considered relevant to this tender procedure, in accordance with the terms of this announcement.
 - iii) Scientific and technological development plan (max. 5 pages A4).

- c) Published works, mentioned in the curriculum vitae, namely the most representative ones, with regard to their contribution to the development and evolution of the disciplinary area in which the competition is opened;
- d) Declaration, under oath, that if the jury chooses to request the documentation indicated in the previous paragraphs or any other scientific documentation mentioned in the candidate's curriculum vitae, it will be delivered within 10 working days;
- e) Other documents that candidates deem relevant for the analysis of their application.

VII – Presentation of the application

- 1. The documents supporting the application must be submitted by the 15th working day, counting from the day following the publication of this Notice in the Diário da República.
- 2. Candidates will submit their application documents, in a single PDF file, by email to the following address: concursos.investigadores@fct.unl.pt.

VIII - Evaluation parameters

- 1. In this call the candidates' ability and performance will be evaluated in the various parameters under the terms of article 16 of ECIC.
- 2. The curricular evaluation of the various candidates in each of the parameters described below shall take into consideration the scientific area in which the call is open.
- 3. The parameters to be taken into consideration in the curricular evaluation of the candidates, in each of the sections, are as follows:
 - a) Quality of Scientific and Technical Work (QSTW);
 - b) Professional Experience and Training (PET);
 - c) Contributions in Scientific Supervision Activities (CSA);
 - d) Participation in Management Bodies (PMB);
 - e) Provision of Services to the Community (PSC);
 - f) Scientific and Technological Development Plan (STDP).

IX - Interview

- 1. The Jury will deliberate at the first meeting on the need to carry out an interview with all the candidates.
- 2. The interview, which does not constitute a selection method and is not graded, aims to obtain clarification or explanation of elements contained in the candidates' Curriculum vitae.

IX - Classification by absolute merit of candidates

- 1. In accordance with paragraph 1 of article 27 of the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99, of 20 April (ECIC), the jury will deliberate on the admissibility on absolute merit of the candidates, expressed by the formulas Rejected or Approved.
- 2. Candidates will be approved on Absolute Merit if they have an overall curriculum vitae that the jury considers suitable for the position to be filled, namely the merit of their scientific and technical work,

as well as their professional experience and training, compatible with the category and scientific area(s) and sub-area(s) for which the competition is open, always taking into account the following reference criteria for this assessment:

- a) They have evidence of scientific quality expressed by indexed publications, having published at least 10 peer-reviewed scientific articles (indexed WoS) in the last 5 years, 5 of which as lead author.
- b) Have experience in supervising or co-supervising bachelor's, master's or doctoral students (at least 4 completed theses), post-doctoral fellows or fellows with a master's degree;
- c) Having led the conception, development and execution of research projects and/or lines of research in R&D units of the national scientific system or others, including FCT competitions, the Stimulus Competition for Individual Scientific Employment, CEEC, or FCT researcher;

XI- Ordering and voting methodology

1. Once the candidates who have passed in absolute merit have been identified, the jury will proceed to rank them in relative merit.
2. Each member of the jury shall perform a curricular evaluation of the candidates by presenting a written opinion, to be later included in the minutes, in which they propose the ordering of the candidates based on the evaluation criteria indicated in this notice, scoring each candidate for each criterion on a numerical scale from 0 to 100 points.
3. The evaluation criteria indicated shall be weighted as follows:

a) Quality of Scientific and Technical work (QSTW): 40%

Consideration will be given to the relevance of the results obtained by the candidate, with emphasis on the works indicated as their most significant contributions to the advancement of knowledge in the area for which the competition is open and in terms of their quality and quantity, valued for their impact and recognition within the scientific community;

The scientific merit of candidates whose scientific production reveals autonomy and scientific leadership will be valued;

b) Professional Experience and Training (PET): 20%

Participation in relevant scientific projects in the thematic area of the call, with prior leadership of competitively funded projects will be valued;

Extension activities and the dissemination of scientific knowledge, namely the organisation of courses, seminars and conferences;

c) Contributions to Scientific Orientation Activities (CSOA): 10%

Experience in supervising undergraduate and postgraduate students (MSc, PhD and Post-Doctoral fellows) in the scientific area of the call.

d) Participation in Management Bodies (PMB): 5%

Participation and performance in tasks assigned by the management bodies of the institutions in which the candidate has been integrated;

e) Provision of Services to the Community (PSC): 10%

Performance in tasks that bring economical or social value from knowledge, namely through management and provision of services to the community and collaboration in science dissemination projects;

f) Scientific and technological development plan (STDP): 15%

Career development plan, related to the area for which the competition is open, complying with the following requirements:

- i) Identification of the objectives of the project you intend to develop, demonstrating what advances could result from the research in relation to the current state of the art in this area;
- ii) Systematised and succinct description of the research strategies and methodologies that the candidate proposes to adopt in order to achieve the proposed objectives, the main expected results and the impact that these may have on his/her career development and on the community;
- iii) The career development plan cannot exceed 5 A4 pages written in 12 pt font size.

4. The ordering of the Approved candidates is done by voting of the members of the jury, respecting the ordering presented in the opinion referred to in the previous number, in the following terms:

- a) The first vote is intended to determine the candidate to be placed in first place;
- b) In the voting referred to in the previous paragraph, if a candidate obtains more than half of the votes to be placed in first place, he will be ranked in this position;
- c) If the situation referred to in the previous paragraph does not occur, a new vote is held, only among the candidates who obtained votes for 1st place, after removing the candidate least voted for that place in the previous vote;
- d) If there is more than one candidate to be withdrawn, due to an equal number of votes, with a minimum of one vote each, a vote is held only on these candidates to determine the candidate to be withdrawn from the next vote; in this voting, each member will vote, among the candidates with equal votes, for the candidate who occupies the lowest position in the ordering contained in his/her opinion;
- e) If there is a tie, the tiebreaker is done through the tiebreaker vote or casting vote of the president of the jury, under the terms of paragraph 3 of article 19 of the ECIC.
- f) Voting is repeated until it is determined, by the procedure described above, which candidate to rank first. If there are only two candidates left and each one of them gets half of the votes, the tiebreaker is done through the casting vote of the president of the jury;
- g) Once the candidate for first place is chosen, he is removed from the voting and the whole process is repeated for second place and so on until an ordered list of all candidates is obtained.

XII – Notifications and Hearing of Interested Parties

1. There is a prior hearing, under the terms of the Code of Administrative Procedure, of candidates who have been rejected, and of candidates ordered in place of the ordering list of candidates that cannot be provided in the job position in the competition. All candidates are notified of the homologation of the jury's final deliberation.
2. Notifications are made by email.

3. The tender process can be consulted by the candidates, at the Human Resources Division of FCT NOVA, under the terms indicated in the aforementioned notification.

XIII – Jury composition

1. Under the terms of Regulation no. 393/2018, of 28 June, the assessment of applications will be carried out by a jury and will follow the procedure set out in articles 16, 18, 19, 20, paragraphs 1 and 2, 21 to 23, 24, 26 and 27 of the Scientific Research Career Statute (ECIC).
2. Under the terms of Article 19 of the Scientific Research Career Statute, the jury must be composed of a minimum of five and a maximum of nine members:
3. It must include Researchers or Professors not belonging to the Institution for which the competition is open or national or foreign specialists, in a number not less than half minus one of the members of the jury.
4. The members of the competition jury are:

President:

Doctor José Júlio Alves Alferes, Full Professor and Dean of the Faculty of Science and Technology of NOVA University of Lisbon, by delegation of competences.

Vowels:

Doctor Berta Maria Martins, Principal Researcher of Humboldt-Universität zu Berlin, Lebenswissenschaftliche Fakultät, Berlin, Alemanha;

Doctor Manuel José Estevez Prieto, Full Retired Professor of Instituto Superior Técnico da Universidade de Lisboa;

Doctor José António Mestre Prates, Full Professor of Faculdade de Medicina Veterinária da Universidade de Lisboa;

Doctor Carlos Mendes Godinho de Andrade Fontes, Chief Scientific Officer da NZYtech - Genes & Enzymes;

Doctora Maria João Lobo de Reis Madeira Crispim Romão, Full Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

Doctor Carlos Alberto Gomes Salgueiro, Full Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa.

XIV - Data Protection

In accordance with the RGPD – General Data Protection Regulation, the data collected will be processed exclusively for the processing of the application.

And for the record this Notice is published

October 31, 2024 - The Dean, Prof. Doutor José Alferes