

University of Lisbon, Instituto Superior de Agronomia (ISA/ULisboa)

**Notice of opening n° 2437/2021 in Diário da República n.º 26/2021, Série II de
2021-02-08**

**INTERNATIONAL CALL TO HIRE ONE POST-DOCTORAL RESEARCHER UNDER
DECREE-LAW NR 57/2016 DATED AUGUST 29, WITH THE AMENDMENTS
INTRODUCED BY LAW NR 57/2017 DATED JULY 19 AND COMPLEMENTARY
LEGISLATION**

Ref. ISA n° 04/2021/UIDP00239/CEF/2021

1 – Following the proposal of the Science Council in the meeting of 16th december 2020, and after the approval by the President of the Instituto Superior de Agronomia (ISA), entitled by the Rector of the Universidade de Lisboa, as stated by Ordinance nr 208/2018, dated October 26, an international call is opened to fill one Post-Doctoral position to develop research activities in Forest Sciences, Earth and Environmental Sciences. The research will address macroecology and ecology of animal communities, spatial analysis and univariate and multivariate statistical treatment, namely applied to species distribution models. The research will be developed under a public employment fixed-term contract, in the scope of research project “I&D 2020 -2023 (Componente Programática)”, with reference UIDP/00239/2020.

2 – Applicable laws:

a) Decree-law n° 57/2016 dated august 29, approving a Post-Doctoral contract regime established to stimulate scientific and technologic employment in all areas of knowledge (RJEC), as worded by Law n° 57/2017 dated July 19, having also in consideration the Regulatory Decree n° 11-A/2017 dated December 29.

b) The general labour law for public employment (LTFP), approved by Law n° 35/2014, July 20, in its current wording and Ordinance 125-A/2019 dated April 30th.

c) Regulation n° 999/2016 dated October 31 – Regulation of Projects Funded Exclusively by National Funds.

3 – Under the terms of article 16 of Decree-Law nr 57/2016, dated August 29, the present call is exempted of authorization from the government members responsible for Finances and Public Administration areas, namely the ones mentioned on number 3 of article 7 of the LTFP; and is and is exempted from obtaining previous favourable consent from government members responsible for Finances and Public Administration areas, as mentioned on the number 5 of article 30 of the LTFP, and of the recruitment procedure of workers in situations of requalification, as mentioned on the article 265 of the LTFP.

4 – In accordance with the article 13 of the RJEC, the evaluation panel for this call has the following composition: Maria Teresa Marques Ferreira, Coordenadora do G2 Forprotect/Forbio, and Professora Catedrática, ISA; Vogais: Manuela Rodrigues Branco Simões, Professora Associada com Agregação, ISA; José Maria Horta Silva Santos, Professor Auxiliar ISA; Suplente: José Carlos Franco Santos Silva, Professor Auxiliar ISA.

5 – The work place will be located at the Instituto Superior de Agronomia, Tapada da Ajuda, 1349-017, Lisboa, Portugal.

6 – The gross monthly remuneration is € 2.134,73, according to number 2 of article 3 of Regulatory Decree nr 10-B/2020, dated March 23, corresponding to the level 33 of the Standard Remuneration Table, approved by the Ordinance n° 1553-C/2008 dated December 31.

7 – The contract has the duration of 3 years, which may be extended for 1 year periods up to a maximum of 6 years, unless:

a) The Science Council of ISA requests the termination of the contract based on an unfavourable evaluation of the doctorate performance, in accordance with the School regulations, which must be communicated to the concerning person until 90 days before the end of the initial contract or its renovation.

b) By application of any of the extinction causes mentioned on the article 289 of the LTFP.

c) The public employer, or the employee, communicate the will of not renewing the contract in writing, until 30 days before the end of the initial contract or its renovation, with the consequent contract expiration.

8 – Eligible applicants are national, foreign and stateless candidates holding a doctoral degree and with expertise in the research domains of remote sensing and data science, as well as those to whom, under the Decree-Law nr 341/2007 dated October 12, regulated by Ordinance nr 227/2017 of July 25, has been granted the whole rights of the title of Doctor, or to whom, under the terms of the Decree-Law nr 283/83 dated June 21, has been granted equivalence or the recognition of a doctoral degree, and are also holders of a scientific and professional curriculum revealing suited profile for the activities to be developed. The equivalence, degree recognition or registry of the doctoral degree must be obtained till the term of contract is signed in the case the candidate is ranked in an eligible position and has obtained the doctoral degree in a foreign country.

9 – The general admission requirements are defined by the article 17 of the LTFP and the special requirements by the previous item.

10 – Formalization of applications:

10.1 – Applications are formalized by means of an application form, available at <https://www.isa.ulisboa.pt/go/nrhFormPhD>, addressed to the President of ISA, stating the ref. of this notice, full name, identity card number and expiring date, or civil identification number, fiscal identification number, date and place of birth, profession, residence and contact address, e-mail address and phone number.

10.2 – The candidate must give the consent for all communications and notifications regarding this call to be made by e-mail, to the address mentioned on the application form.

10.3 – The application must be accompanied by documentation supporting the conditions stipulated on items 8 and 9, in particular:

i) Copy of the doctoral degree certificate or diploma;

ii) Copy of the PhD thesis, or equivalent document for which the degree was awarded;

iii) Detailed C.V., structured as specified in items 15 and 17 below, including copies of the publications the candidate finds more relevant regarding each topic of items 15 and 17;

iv) Other documents the candidate may find relevant for the analysis of the application.

10.4 – Candidates must send the documents mentioned on items 10.1 and 10.3 in PDF format to the e-mail address nrh@isa.ulisboa.pt until the last working day before the deadline for applications, which is set at 10 working days after the publication of this notice on the Diário da

República, on the Public Employment Pool, on the FCT, I.P. site and on the ISA site, in Portuguese and in English. The candidates may, on the grounds of the impossibility or technical difficulties regarding the e-mails containing any of the documents requested on items 10.1 and 10.3, deliver those in physical support, within the time limits mentioned above, by registered post with acknowledgement of receipt, to the postal address: Instituto Superior de Agronomia, Tapada da Ajuda, 1349-017 Lisboa, or by hand at the same address. If the candidate's justification for not delivering the required documents electronically is not found reasonable, the President of the Evaluation panel allows a period of 5 working days for the candidate to present them in digital support.

10.5 – The application form and the documents may be presented in Portuguese or English, notwithstanding the President of the Evaluation panel's right, if one of its members is not acquainted with the Portuguese language, to demand, on a reasonable timeline, that the candidate provides English translations of any documents previously provided in Portuguese.

11 – By decision of the President of ISA, all candidates who do not include the documents mentioned on item 10 will not be admitted to the call. All candidates who have not presented the complete application form or all the documents mentioned on subparagraphs i) to iii) of item 10.3, or that provide illegible, incorrectly filled or otherwise considered invalid documents, will be immediately excluded. The President of ISA may also demand any candidate to present documentary evidence regarding the declarations made, in case of doubt and for the purpose of admission to the call.

12 – False declarations given by candidates will be punished according to the terms of the current legislation.

13 – Approval on absolute merit:

13.1 – The Evaluation panel will deliberate on its approval or rejection on absolute merit voting by justified roll-call, where abstentions are not allowed.

13.2 – The candidates that obtain a favourable vote from more than half of the members of the Evaluation panel will be considered approved on absolute merit.

13.3 – The candidates with a scientific and curricular background considered relevant to the scientific area(s) of the call, and taking into account their suitability for the additional criteria mentioned on item 17.5, will be approved on absolute merit.

14 – According to article 5 of the RJEC, the selection will result from the evaluation of the scientific and curricular path of the candidates.

15 – The evaluation of the scientific and curricular path will focus on relevance, quality and timeliness of:

a) The scientific track record of the last three years and the technological skills of the candidate.

16 – The three-year period mentioned in the previous item may be increased by the evaluation panel, upon the candidate's request, if justified due to suspension of the scientific activity for socially protected reasons, namely by parental leave, serious or protracted illness and other legally protected reasons for unavailability, when duly substantiated and documented.

17 – Ranking and selection of the applicants will be based on the following evaluation criteria, which are awarded a weighting factor of 100%, considering (A):

- i) Publication track record, with emphasis on peer-reviewed articles (30%).
- ii) Scientific and technological competence (70%), including:
 - a) Experience of working with large volumes of data and on a large spatial scale.
 - b) Have working with different vertebrate animal groups: fish, amphibians, reptiles and mammals.
 - c) Experience in geographic information systems, spatial and geostatistical analysis.
 - d) Experience in univariate and multivariate statistical treatment, including mixed effects and logistic regression models.
 - e) Experience in spatial connectivity models for rivers and terrestrial environments.
 - f) Experience in Baiesian statistics.
 - g) Experience in bioacoustics and sound analysis.

18 – The Evaluation panel may select up to 3 candidates approved on absolute merit, whom will be asked to make a presentation, with the sole purpose of clarifying aspects relating the results of their investigation and where the Jurors shall stimulate an open debate on its content and innovative character.

19 – If deemed necessary, the Evaluation panel, may request the candidate to provide additional documentation confirming the veracity his/her statements, whenever relevant for the analysis, evaluation and grading of the application, and that certify the contents of the abovementioned documentation.

20 – Scoring of the candidates:

20.1 – Each member of the Evaluation panel will assign to each candidates a score on every evaluation criterion, on a scale of 1 to 10, ranking all candidates by their final classification, based on the sum of all partial scores attributed to each criterion, taking into consideration the weight assigned to each parameter, attributed according to the following formula: $A=0.30A_i+0.70A_{ii}$. The result of the presentation session and of the final scoring will be calculated as: $C=0.90A+0.10B$. The final score assigned to each candidate is the arithmetic mean of the classifications given by the members of the Evaluation panel. If ties occur, the President of the Evaluation panel will have the decisive vote.

20.2 – Candidates will be sorted through the successive voting method mentioned in number 3 and following, of the article 20 of the General Regulation of Calls from ULisboa, published by Ordinance n° 2307/2015, dated March 5.

20.3 – The Evaluation panel will decide by absolute majority, and abstentions will not be allowed.

20.4 – The final classification of each candidate will correspond to his/her rank , as resulting from the application of the method mentioned on item 20.2.

21 – Every Evaluation panel meeting will be compiled in a minute report, with a summary of all that took place during the meeting, as well as the votes cast by each of the members including information to substantiate them, which will be provided to any candidate, upon request.

22 – The Evaluation panel's final deliberation will be approved by the President of ISA and the contract handling will be under the President of ISA responsibility, entitled by the Rector of the Universidade de Lisboa, as stated by Ordinance nr 208/2018, dated October 26.

23 – The list of admitted and excluded candidates, as well as the final ranking, will be posted at the ISA facilities, sited at Tapada da Ajuda, 1349-017 Lisboa, online at the ISA website, being

all candidates notified via e-mail with delivery receipt, without prejudice to articles 110 to 114 of the Administration Procedure Code.

24 – Previous hearing and final decision deadline: after being notified, the candidates have 10 working days to submit a formal rebuttal. The evaluation panel's final decisions will be rendered within 10 days counted from the deadline for the submission of applications.

25 – This call addresses solely the specific vacancy filling, may cease until the candidates final list approval, and expires with the job vacancy occupation.

26 – Non-discrimination and equal access policies: ISA actively promotes a non-discrimination and equal access policy, under which no candidate can be favoured, befitted, hampered or deprived of any rights or exempt from duties based particularly on ancestry, age, gender, sexual orientation, marital status, family circumstances, economic situation, education, origin or social condition, genetic heritage, reduced capacity for work, disabilities, chronic disease, nationality, ethnic origin or race, region of origin, language, religion, political or ideological beliefs and trade union membership.

27 – In accordance with the Decree-Law nr 29/2001, dated February 3, candidates with disabilities will have preferential rights when with the same score as other candidates, prevailing against any other legal preference. The candidates must state on the application form, on their honour, the level of incapacity, type of disability and the means of communication/expression to be used during the selection process, under the terms of the mentioned Decree-Law.

20th of January 2021 — The President of Instituto Superior de Agronomia,

Professor Doutor António Guerreiro de Brito