NOVA University of Lisbon  
Faculty of Science and Technology

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Deadline: 17/04/2024

Opening of an international competition for the recruitment of 1 Assistant Researcher for a scientific research career under a private law

Under the terms of article 21(1)(b) of the Statutes of Universidade Nova de Lisboa, approved by Normative Order no. 3/2020, published in the Diário da República, 2nd series, no. 26, of 6 February 2020, Prof. Dr. José Júlio Alves Alferes, Director of the Faculty of Science and Technology of Universidade NOVA de Lisboa, hereby announces that, by order of 20/02/2024, the Rector of Universidade NOVA de Lisboa, Prof. Dr. João Sâáguia, an international call for applications is open for 15 working days from the day immediately following the publication of this Notice in the Diário da República, with internal reference "Inv_Aux_1_DCV", for the recruitment of 1 Assistant Researcher, on an open-ended individual employment contract, under the terms of the Labour Code and under Regulation no. 393/2018 of 28 June 2018 in the scientific area of Life Sciences, with an emphasis on Nanomedicine focused on diagnostic and therapeutic systems in cancer, within the scope of the i4HB-Institute for Health and Bioeconomics Associated Laboratory project, with reference LA/P/0140/2020, funded by the Foundation for Science and Technology, I.P., to be developed by the Applied Molecular Biosciences Unit-UCIBIO.

This competition is ruled by the terms of Regulation no. 393/2018, of 28 June (Regulation on the careers, recruitment and employment contracts of Researchers under an employment contract at Universidade Nova de Lisboa), Regulation no. 872/2019, of 12 November, Decree-Law no. 63/2019, of 16 May, the Labour Code (approved by Law no. 7/2009, of 12 February), and other applicable national and EU 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 based on ancestry, age, gender, disability, sexual orientation, chronic illness, nationality, ethnic origin or race, religion or political convictions.

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

II – Main functions and activities:

1. FCT NOVA has been awarded the i4HB-Institute for Health and Bioeconomy Associated Laboratory project, from 01/01/2021 to 31/12/2025, in which one of the main objectives is to hire researchers on indefinite or open-ended contracts.
2. The selected candidate will work as an Assistant Researcher at NOVA FCT and will carry out the following duties:
a) Design, development and execution of scientific research work that is aligned with the i4HB-UCIBIO strategy and the sustainable goals of the 2030 Agenda. In this context, the work to be carried out must be centred on activity within the scope of the project in the area of nanomedicine, namely biomolecular detection procedures for cancer diagnostics and nanoscale therapeutic systems for combined cancer therapies. They should:

b) Establish and lead an independent research programme addressing key issues in nanomedicine, with an emphasis on therapeutic and diagnostic systems in cancer.

c) Collaborate to ensure successful applications for international and national funding.

d) To supervise researchers and postgraduate students in research projects in Nanomedicine -diagnostic and therapeutic systems for cancer.

e) Contribute to the academic community by publishing research results in reputable scientific journals.

f) Collaborate with interdisciplinary research teams within the institution and promote external and international collaborations.

g) Contribute to training in nanomedicine in the Department of Life Sciences.

3. The position to be filled under this international call is aligned with the Sustainable Development Goals (SDGs) of the 2030 Agenda: Ensure access to quality health and promote well-being for all at all ages (SDG3); Ensure access to inclusive, quality and equitable education and promote lifelong learning opportunities for all (SDG4); Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation (SDG9).

III - Remuneration position:

Under the terms of Regulation no. 393/2018, of 28 June, the contract to be concluded will have a basic salary of €3,446.76, corresponding to the 1st remunerative position, remunerative level 54A.

IV - Applicant admission requirements

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.

Candidates for this recruitment procedure must have:

a) PhD in Nanomedicine, Biotechnology, Life Sciences or related areas, duly registered and/or recognised in Portugal [mandatory requirement];

b) Scientific and professional curriculum with a profile appropriate to the tasks to be carried out in the area and sub-area of the competition, demonstrated by a solid record of publications in renowned, high-impact scientific journals. The impact of the journals in which the candidates' work is published, presented and cited by other writers can be used to assess the influence and recognition of their scientific production;

c) Demonstrated ability to attract external funding for research and proven experience in designing and conducting research projects related to nanomedicine and the development of systems for cancer diagnosis and therapy;

d) Teaching experience, in supervising students and/or researchers and/or advanced training;
e) Strong leadership and communication skills, with the ability to collaborate effectively with interdisciplinary teams, organising congresses or scientific events;

Other requirements: The scientific-technological development plan will be valued with a view to integration into i4HB-UCIBIO, as well as experience in translating and valorising technology through projects with companies in the area and sub-area of the competition.

V – 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) 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 - the candidate must present, in a concise manner (min. 2 pages), a scientific and technological development plan within the disciplinary area of the competition, in accordance with the activities and functions to be carried out, and articulated with the results of their previous scientific activity and professional experience, as well as their academic and professional training.
   b) Certificate proving the Doctor's degree in the disciplinary area or similar to which the competition relates;
   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.

4. If the jury includes a member who is not fluent in Portuguese, the documents to be used in the prior hearing of candidates and complaints to be considered by the jury must be presented in English.

5. Under penalty of exclusion, applications must be accompanied by the documents mentioned in point 3 above.

VI – 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: div.rh.recrutamento@fct.unl.pt.
VII – Reasons for exclusion

The following are grounds for exclusion from the competition

a) Failure to fulfil the general requirements;

b) Incorrect formalisation of the application;

c) Failure to submit the documents required in point V.3, or submitting them illegibly, incorrectly or invalidly.

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 decide at its first meeting whether to interview all or some of the candidates.

2. The interview, if held, will have a maximum weight of 10 per cent of the total assessment;

3. The purpose of the interview is to obtain clarification or explanation of elements contained in the candidates' Curriculum Vitae.

X - Classification by absolute merit of candidates

1. In accordance with paragraph 1 of article 27 of the Statute of the Scientific Research Career, the jury will deliberate on the admissibility on absolute merit of the candidates, expressed by the formulas Rejected or Approved.

2. Each member of the jury makes a justified proposal of rejected or approved for each of the candidates, in accordance with Article 19(1)(d) of ECIC.

3. The candidate who succeeds in obtaining a favorable vote of more than half of the members of the jury is considered approved on absolute merit.
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%**

      The relevance of the results obtained by the candidate will be taken into account, with great emphasis on the work indicated by the candidate as their most significant contributions to the advancement of knowledge in the area for which the competition is open and in terms of its quality and quantity, valued for its impact and recognition in the scientific community;

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

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

      Participation in relevant scientific projects in the subject area of the call; the candidate's previous experience and potential to coordinate and actively integrate funded national and international projects and research networks in the area of the call will be taken into account;

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

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

      Teaching experience in undergraduate and advanced training courses, particularly in supervising undergraduate and postgraduate students (masters, doctorates and post-doctorates) 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 to which you have been linked will be taken into account;

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

      Performance of tasks to economically and socially valorise knowledge, namely through management and provision of services to the community, authorship of patents/industrial property registrations, contribution to the creation of spinoff companies.

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

      Career development plan, relating to the lines of research in the area for which the competition is open, to which the candidate proposes to dedicate himself/herself at i4HB-UCIBIO, complying with the following requirements:
i) Presentation of the main problems to which you intend to devote your future research, contextualising them within the current state of the art in these areas;

ii) Systematised and succinct description of the research strategies the candidate proposes to adopt in order to carry out their research and solve or contribute to solving the problems they have set out;

iii) Explanation of the reasons and motivations for their choices. The career development plan may not 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.

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

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 Jesus Martínez de la Fuente, Researcher Professor, Instituto de Nanociencia y Materiales de Aragón (INMA) CSIC-Universidad de Zaragoza, Spain;

Doctor João Pedro Estrela Rodrigues Conde, Full Professor of Instituto Superior Técnico da Universidade de Lisboa;

Doctor Maria Luísa Teixeira de Azevedo Rodrigues Corvo, Principal Researcher with Aggregation of Faculdade de Farmácia da Universidade de Lisboa;

Doctor Pedro Miguel Ribeiro Viana Baptista, Full Professor Catedrático of Faculdade de Ciências e Tecnologia, Universidade NOVA de Lisboa;

Doctor Maria Alexandra Núncio de Carvalho Ramos Fernandes, Associate Professor with Aggregation of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

XIV – Final Decision

1. The jury’s final decision will be approved by the Director of FCT NOVA, who will also decide on the hiring process;

2. All candidates will be notified of the final decision of the selection board.

XV - Data Protection

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

XVI - Final provisions and interpretative prevalence

1. It is up to the Jury to decide how this procedure is to be carried out, and on any doubts or complaints, in the light of Regulation no. 393/2018, of 28 June, and the applicable provisions of the Code of Administrative Procedure.

2. For interpretative purposes, in the event of doubt, the text of the notice published in Portuguese shall prevail over the notice published in English.

And for the record this Notice is published.

March 6, 2024 - The Dean, Prof. Doutor José Alferes