Opening of an international selection process for the recruitment of a Research Assistant

Under the terms of Dispatch no. 181/2023, of 04 January, by delegation of powers, the Director of the Faculty of Science and Technology of NOVA University Lisbon, Prof. Dr. José Júlio Alves Alferes, hereby announces that an international call for tenders is open, for a period of 15 working days from the day immediately following the publication of this Notice, with internal reference CT-PRR-24-2023-DCEA-AGENDA, for the recruitment of a Research Assistant, under an uncertain term labour contract, for the maximum duration of the “P4.2 Ecosystem Services” project within the framework of the Contract - Financing Program for the Recovery and Resilience Plan (PRR), and in accordance with Regulation No. 393/2018, of June 28, which creates the careers and defines the rules regarding the recruitment and employment contracts of researchers on an indefinite-term or fixed-term employment contract of the University Nova de Lisboa, and the Labor Code, approved by Law No. 7/2009, of February 12, in its current wording, in the scientific area of ecological economics - ecosystem services.

In compliance with article 9(h) of the Constitution of the Portuguese Republic, the University NOVA of Lisbon, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and career progression, diligently taking measures to avoid all forms of discrimination.

I – Place of Work

Facilities of the Faculty of Sciences and Technology of the University NOVA, located on the Caparica Campus (CENSE), or other pertinent locations within the mainland of Portugal for the execution of activities and functions.

II – Activities and Functions

II.1 Job Description

The candidate will participate in the development of research work related to Activities 1, 2, 3, and 4 of the “P4.2 Ecosystem Services” project within the “Transform” Agenda, under the Contract-Program for Financing the Recovery and Resilience Plan (PRR). This will focus, in particular, on the following thematic areas:

i. Evaluation and valuation of the typology of cultural services of forest ecosystems.

ii. Integration of cultural services within incentive systems in the forest and biodiversity conservation areas.

iii. Certification of sustainable forest management, including cultural services.

II.2 Description of the Research Assistant Profile

a) Specific academic background in the field of ecosystem services, including the typology of cultural services. The candidate should demonstrate elements of their academic background related to the specific theme of ecosystem services in general and cultural services in particular.
b) The candidate should demonstrate prior participation in projects in the field of environmental management, including scientific research projects.

c) The candidate should provide evidence of prior experience working in project teams.

III – Remuneration Positioning

Remuneration positioning is established in accordance with Annexes I and II of Regulation No. 393/2018, corresponding to the 1st remuneration position, remuneration level 36A, with a monthly value of €2,385.99.

IV - Modality and Duration

1. The opening of this competition procedure is intended for the selection of a Research Assistant position for the performance of scientific research activities on a fixed-term employment contract basis, the basis for hiring being the execution of a specific, precisely defined, and non-permanent service, with the contract being financed regardless of its origin.

2. Uncertain term contract last for the duration of the project, or for the duration of the funding, but may not exceed a maximum of 48 months.

V – Candidate Admission Requirements

In accordance with article 37 of the Scientific Research Career Statute, the candidate must:

• Hold a Master’s degree in the scientific area of the competition or related fields.

• Have concluded the Master’s degree at least 1 year ago.

• Have a curriculum record of participation in projects, including scientific research.

VI – Application Process

1. The application must be submitted by filling out the respective application form, which is available at https://www.fct.unl.pt/faculdade/concursos/investigadores.

2. The application process must be accompanied by documentation in Portuguese or English.

3. The application should be submitted by email and should include the following documents:

a) Candidate’s curriculum vitae, which must include activities considered relevant for the current competition, as per the terms of this notice.

b) Certificate proving the Master’s degree in Environmental Engineering or similar fields, with training in Environmental Economics and Ecological Economics.

c) A declaration, under the pledge of honor, that if the jury opts to request the documentation indicated in the previous items or any other documentation mentioned in the candidate’s curriculum vitae, it will be provided within 10 business days.

d) Any other documents that candidates consider pertinent for the analysis of their application.
VII – Submission of Applications


2. Candidates must submit their application documents, in a single file, in PDF format, by email to the following address: div.rh.recruta.ndoc@fct.unl.pt, indicating in the subject the reference CT-PRR-24-2023-DCEA-AGENDA.

VIII – Evaluation Parameters

The parameters to be taken into account in the curricular evaluation of candidates are the following:

a) Overall quality of the CV.

b) Specific academic training, with particular emphasis on training in the field of ecosystem services.

c) Experience working in project teams, including scientific research.

d) Experience in extension activities and knowledge dissemination.

IX – Exclusion Reasons

The following are reasons for excluding a candidate from the competition:

a) Incorrect formalization of the application.

b) Failure to provide the documents required in items a) to d) of section V, or the submission of illegible or invalid documents.

X – Candidate Classification

1. The Jury will deliberate on the admissibility of the candidates through a justified nominal vote, expressed as “Rejected” or “Approved.”

2. Each member of the Jury provides a justified proposal of “Rejected” or “Approved” for each candidate.

3. A candidate who receives a favorable vote from more than half of the Jury members is considered “Approved.”

XI – Ranking and Voting Methodology

1. Once the candidates approved on an absolute merit basis have been definitively identified, the Jury proceeds with their classification on a relative merit basis.

2. Each Jury member will carry out their curricular evaluation of the candidates, proposing the ranking of the candidates with justifications based on the evaluation criteria indicated in this notice. Each candidate is scored for each criterion on a numeric scale from 0 to 100 points.

3. The evaluation criteria mentioned should be weighted as follows:

   - Overall quality of the CV - 30%;
   - Experience in participating in projects, including scientific research - 20%;
• Specific academic training in the area, with a particular emphasis on training in the field of ecosystem services - 30%;

• Experience in extension and knowledge dissemination activities - 10%;

• Interview - 10%;

4. The ranking of approved candidates is done through a vote by the Jury members, respecting the ranking presented in the previous number, in the following terms:

a) The first vote is intended to determine the candidate to be placed in first position.

b) In the vote referred to in the previous paragraph, if a candidate obtains more than half of the votes to be placed in first position, will be ranked in this position.

c) If the situation described in the previous paragraph is not met, a new vote is conducted, only among the candidates who received votes for the 1st place, after removing the candidate with the fewest votes for that place in the previous vote.

d) If there is more than one candidate to be removed, due to an equal number of votes, with a minimum of one vote each, a vote is conducted only for these candidates to determine the candidate to be removed from the following vote. In this vote, each member of the Jury will vote for the candidate that is ranked lowest in the ranking from their previous report, among the candidates with an equal number of votes.

e) In the event of a tie, the tie-breaker is conducted by the casting vote or quality vote of the President of the Jury.

f) The votes are repeated until the candidate to be ranked in the first position is determined by the process described above. In the event that only two candidates remain, and each of them receives half of the votes, the tie-breaker is conducted by the casting vote of the President of the Jury.

g) After choosing the candidate for the first position, they are removed from the votes, and the entire process is repeated for the second position and so on until a ranked list of all candidates is obtained.

XII – Notifications and Hearing of Interested Parties

1. There is a prior hearing, in accordance with the Code of Administrative Procedure, of candidates who have been rejected, and of the candidates ranked in a place on the ranking of candidates not eligible to be hired for the job being advertised. All candidates are notified of the approval of the final deliberation of the Jury.

2. Notifications are made by email.

3. The competition process may be consulted by the candidates in the Human Resources Division of FCT NOVA, as indicated in the aforementioned notification.
XIII - Jury Composition:

President

Doctor Rui Jorge Fernandes Ferreira dos Santos, Full Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

Members

Doctor Maria Paula Baptista da Costa Antunes, Full Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

Doctor Nuno Miguel Ribeiro Videira Costa, Associate Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

Alternates

Doctor António da Nóbrega de Sousa da Câmara, Full Professor of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

Doctor Rita João Duarte Lopes, Research of Faculdade de Ciências e Tecnologia da Universidade NOVA de Lisboa;

XIV - Data Protection

In accordance with the General Data Protection Regulation (GDPR), the data collected will be processed solely for the processing of the application.

For the purpose of record, this Notice is hereby published.

November 28, 2023 — The Director, Professor José Júlio Alferes