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**1. Descrição do cargo/posição/bolsa**  
**1. Job description**

**Job:**  
INVESTIGATOR

**Job/Fellowship Reference:** invest\_MARE\_MIGRACORV

**Main research field:** Biological sciences

**Sub research field:**

**Job summary:**

**ANNOUNCEMENT FOR THE OPENING OF AN  
INTERNATIONAL SELECTION TENDER PROCEDURE FOR  
INVESTIGATOR HIRING PURSUANT DECREE-LAW N° 57/2016  
OF 29 AUGUST**

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**ANNOUNCEMENT FOR THE OPENING OF AN  
INTERNATIONAL SELECTION TENDER PROCEDURE FOR  
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OF 29 AUGUST**

**Aviso n° 6905/2019 (2ª série), de 17 de abril**

1. By decision of the Professor Ana Maria Costa Freitas, Rector of the University of Évora, in 13<sup>th</sup> March, 2019, it was deliberated to open an international selection tender for one vacancy of investigator for the exercise of scientific research activities in the scientific area of Biological Sciences, specialization in Management and Conservation of Fisheries Resources in a fixed-term public service work contract regime with the duration of three years, for the performance of researcher functions in the management and conservation of fish species potentially targeted by fisheries, including experience and knowledge in the sampling and characterization of fish populations; surveys to commercial and recreational fishermen; monitoring of migratory behavior of fish populations using biotelemetry; use of bioacoustics methods for the detection of fish populations; organization of public and scientific dissemination actions related with the project thematic. The contract is in the framework of the project MIGRACORV - Integrated approach to study the movement dynamics of the meagre *Argyrosomus regius* (PTDC/BIA-BMA/30517/2017), funded by national funds, through FCT – Fundação para a Ciência e Tecnologia.

The applicant may be in charge of teaching hours up to a maximum of 4 hours a week, in the units that will be distributed

2. Applicable Legislation: Decree-Law n° 57/2016, 29<sup>th</sup> August, amended by Law n° 57/2017 of 19<sup>th</sup> July, which approved the doctorate hiring regime aimed at stimulating scientific and technological employment for all knowledge areas (RJEC) and General Public Service Labour Law (LTFP), approved in annex to Law n° 35/2014 of 20<sup>th</sup> June, under its current wording.

3. Pursuant to article 16 of Decree-Law n° 57/2016 of 29 August, this tender procedure shall be exempt from the authorization given by the Government members in charge for Finances and Public Administration, namely the authorization mentioned on n° 3 of article n° 7 of LTFP; and from obtaining a prior favorable opinion from said Government members, mentioned on no. 5 of article no. 30 of LTFP, and the recruitment process for workers in a requalification position, mentioned on article n° 265 of LTFP.

4. Pursuant to article n° 13 of RJEC, the tender selection panel shall be formed by:

President: Doctor Bernardo Silva Ruivo Quintella, Invited Assistant Researcher, University of Évora.

Vowels:

Doctor Pedro Miguel Raposo de Almeida, Assistant Professor with Aggregation, University of Évora;

Doctor José Lino Costa, Assistant Professor, Faculty of Sciences of the University of Lisbon;

Doctor Isabel Domingos, Assistant Professor, Faculty of Sciences of the University of Lisbon.

5. Workplace shall be at the University of Évora – Marine and Environmental Science Centre (MARE-UÉ), and at several continental and coastal aquatic and marine areas throughout the Portuguese territory. The candidate shall be available to travel frequently to work meetings in different locations within Portugal.

6. Monthly remuneration to be paid is the remuneration corresponding to level 33 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31st, i.e. 2128,34 Euros.

7. Can apply to the tender any national, foreign and stateless candidate(s) who hold a doctorate degree in Biology, who have good knowledge of Portuguese and English (spoken and written), and have a scientific and professional curriculum indicating a suitable profile to the activities to be carried out, with:

- A minimum of 4 years of experience as post-doctoral researcher and at least 10 years of experience in fundamental and applied research;
- More than 10 years of proven experience on the management and conservation of fish species;
- Experience on the use of biotelemetry methods to evaluate the behaviour of fish species, specifically the installation and maintenance of acoustic receiver arrays for autonomous and passive monitoring of fish movements;
- Experience on conducting surveys to commercial and recreational fishermen;
- Experience in projects related with the use of bioacoustics methods and sound repertoire evaluation to detect fish species;

- Experience on the monitoring and characterization of fish populations exploited as halieutic resources;
- Experience on the sampling of fish populations using nets;
- Experience on the development and organisation of public and scientific outreach and environmental education actions related with ichthyology and fish conservation and management;
- More than 10 publications in indexed scientific journals in Web of Science, with a minimum of 10 publications in Q1 journals (Scimago, considered Q1 at the publication date);
- Experience in the elaboration and submission of proposals and participation in R&D projects;
- Local Skipper Licence;
- Drivers License (B Category).

If the PhD has been awarded by a foreign higher education institution, the candidates are admitted to the procedure, according to paragraph e) of paragraph 2 of article 4 of Decree-Law n° 60/2018, of 3<sup>th</sup> August. The registration/recognition of the degree in Portugal is effected after the end of the tender, under the terms defined in Decree-Law n° 66/2018, of 16<sup>th</sup> August; that registration/recognition is a necessary step for contracting.

8. General tender admission requirements are those set by article 17 of LTFP and special requirements set by the previous section.

9. Pursuant to article 5 of RJEC, selection is to be made based on candidate scientific and curricular career evaluation.

10. Scientific and curricular career evaluation focuses on relevance, quality and up-to-dateness:

- a) of scientific, technological, cultural or artistic production in the last five years, deemed most relevant by the candidate;
- b) of research activities, applied or based on practical work, developed in the last five years, deemed most impactful by the candidate;
- c) of knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of culture and scientific practices, deemed most relevant by the candidate;
- d) of the activities of management of science, technology and innovation programmes, or the experience in observing and monitoring the scientific and technological, or higher education, system in Portugal.

11. The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like paternity leave, long-term serious illness, and other legal situations of unavailability to work.

12. The evaluation criteria are:

- a) Scientific performance in the last five years;
- b) Research activities, applied or based on practical work, developed in the last 5 years;
- c) Activities of extension and dissemination of knowledge developed in the last 5 years,
- d) Other relevant activities,
- e) Public presentation of the candidates admitted, by determination of the jury.

In the application of the mentioned criteria, the following parameters and weighting factors shall be evaluated:

Criterion a) with a weighting factor of 50%, which comprises:

- a1) Publication in scientific journals indexed in Web of Science, considering the quality of publications (quartile), and having into account the requisites of the specialization areas of the tender;
- a2) Participation in books or book chapters with ISBN, in the specialization areas of the tender;
- a3) Research experience, considering the participation in R&D projects, both national and international, and having into account the requisites of the specialization areas of the tender;
- a4) Experience on the elaboration and submission of project applications and in obtaining significative funding resources for the development of R&D activities, having into account the requisites of the specialization areas of the tender;
- a5) Awards, grants and distinctions.

Criterion b) with a weighting factor of 20%, which comprises:

- b1) Participation and leadership (*e.g.*, operational coordination) in applied projects.

Criterion c) with a weighting factor of 20%, which comprises:

- c1) Presentation of oral communications in national and international conferences;
- c2) Organization of scientific conferences and meetings;
- c3) Experience on the supervision of undergraduate and MSc. students;
- c4) Communication and other outreach activities for science communication;
- c5) Elaboration of exhibiting materials for outreach activities of science communication;
- c6) Reports and citations in media.

Criterion d) with 10% weighting factor, which comprises:

- d1) Participation and coordination in international working groups;
- d2) Review of scientific papers and participation in juries of scientific awards.

Criterion e) Public presentation with qualitative weighting factor in global weighting.

In all cases it will be given relevance to indicators and activities that fit in the area of Biological Sciences, specialization in Management and Conservation of Fisheries Resources, especially in the themes referred to in point 1

13. The public presentation referred to in point 12 e) comprises a public presentation and discussion session by the candidates about the results of their research.

14. Candidate final classification system shall be given based on a scale of 0 to 100.

15. The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.

16. Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes cast by the members and respective reasoning and shall be provided to candidates whenever required.

17. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.

18. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.

19. Application formalization:

19.1. Applications are formalized upon application file, made available on the electronic page of Administrative Services of the University <http://sadm.uevora.pt>, sent to the President of the Jury, including announcement identification (Ref<sup>a</sup> MARE-03), full name, parents' names, ID card, or Citizen Card number and date, or civil identification number, taxpayer ID number, date and place of birth, marital status, occupation, residence and contact address, including email address and telephone.

19.2. Applications shall include all supported documents encompassed by section 7 and 8 for tender admission, namely:

- a) Certificate or diploma copy;
- b) Doctorate thesis;
- c) Curriculum vitae, detailed and structured pursuant to sections 10 and 12;
- d) Other documentation considered important by the candidate for the evaluation of the scientific merit.

19.3. Candidates shall submit their application files and supporting documentation, preferably in a digital form, in PDF format, via email [drhsc@uevora.pt](mailto:drhsc@uevora.pt), in person at Universidade de Évora – Divisão de Recursos Humanos (DRH), Serviços Administrativos, Largo da Sr.<sup>a</sup> da Natividade, Apartado 94, 7002-554 Évora, Portugal, during working hours, or by mail to the address. When submitted by mail, applications must be sent by registered mail with acknowledgement of receipt sent until the last day of application deadline, which is hereby set as the period of 30 working days after the publication of this Announcement.

20. All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements

21. False statements provided by the candidates shall be punished by law.

22. Both admitted and excluded candidate list and final classification list will be affixed at the website of <http://www.sadm.uevora.pt> and all candidates shall be notified by email with delivery receipt.

23. Preliminary Hearing and Final Decision Deadline: Pursuant to article 121 of the Administrative Procedure Code, after notified, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 days, from application deadline.

24. This tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

25. Non-discrimination and equal access policy: The University of Évora, actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

26. Pursuant to Decree-Law n<sup>o</sup> 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and

said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication/expression means to be used during selection period on their application form, under the regulations above.

3<sup>th</sup> April, 2019 – The Administrator of the University of Évora, *Maria Cesaltina Frade*

**Vacant posts:** 1

**Type of contract:** Information not available

**Job country:** Portugal

**Job city:** Évora

**Job company/institute:** Universidade de Évora

**Application deadline:** 04 Junho 2019

*(The Application's deadline must be confirmed on the Job Description)*

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## 2. Dados de contactos da organização 2. Organization contact data

**Organization/institute:** Universidade de Évora - UE

**Address:**

Largo dos Colegiais 2  
Évora - 7004-516 Évora  
Portugal

**Email:** [drhsc@uevora.pt](mailto:drhsc@uevora.pt)

**Website:** <http://www.uevora.pt/>

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## 3. Habilitações académicas 3. Required education Level

*Empty*

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## 4. Línguas exigidas 4. Required languages

*Empty*

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## 5. Experiência exigida em investigação 5. Required research experience

*Empty*

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