

# Biodiversity specialist (M/F)

250.10.101 Recruitment and selection - simplified

## DESCRIPTION

NOTICE OF OPENING OF INTERNATIONAL SELECTION PROCEDURE FOR THE HIRING OF A DOCTORAL DEGREE UNDER DECREE-LAW NO. 57/2016, OF 29 AUGUST AMENDED BY LAW 57/2017 AND REGULATORY DECREE NO. 11-A/2017.

**Reference:** "F4S/250.10.101.2023.002.B01"

**Scientific Area:** Biology, Agronomic Sciences, Geography, Environmental sciences (e.g., Ecology, Zoology), Engineering (e.g., Agronomic, Forest, Environmental, Biological, Biotechnology), or related areas.

## POSITION

1. F4S's Board of Directors has decided to open an international selection call to fill one (1) post of PhD equivalent to the category of Remote Sensing Scientist (F4S/250.10.101.2023.002.B01) under the Horizon Europe project BioMonitor4CAP – Advanced biodiversity monitoring for results-based and effective agricultural policy and transformation (<https://cordis.europa.eu/project/id/101081964>), funded by the European Union under the grant agreement n°. 101081964. The candidate will be hired under a fixed term contract, under the Labor Code and will develop activities of applied scientific research and innovation in the scientific area of: Biology, Agronomic Sciences, Geography, Environmental sciences (e.g., Ecology, Zoology), Engineering (e.g., Agronomic, Forest, Environmental, Biological, Biotechnology), or related areas.

2. Applicable legislation: Decree Law no. 57/2016, of 29 of August, amended by Law no. 57/2017 of 19 of July (Legal Regime of Scientific Employment – RJEC); Regulatory Decree no. 11-A/2017, of 29 of December; Labor Code, approved by Law no. 7/2009, of 12 of February, in its current wording.

3. In accordance with article 13 of RJEC, the competition jury has the following composition:

President: Ricardo Alexandre Ventura das Chagas

Member: Cesare Di Girolamo Neto

Member: Daniela Filipa da Silva Fonseca

Member: Francisca Rodrigues dos Reis

## CONDITIONS

4. Work location: Offices of Food4Sustainability or its partners.

5. Remuneration: TRU indices 23-54 (€1684,93 to €3313,24), according to candidate experience.

6. National, foreign and stateless candidates may apply to the competition if they hold a PhD degree in Biology, Agronomic Sciences, Geography, Environmental sciences (e.g., Ecology, Zoology), Engineering (e.g., Agronomic, Forest, Environmental, Biological, Biotechnology), or related areas and if they have a scientific and professional curriculum vitae that reveals a profile that is appropriate for the activity to be developed. If the PhD has been conferred by a foreign higher education institution, it must comply with the respective registration or recognition formalities, which must be fulfilled by the date of hiring.

7. The general requirements for admission to the competition are those defined in the previous point, and the special requirements are: to hold a PhD degree in Biology, Agronomic Sciences, Geography, Environmental sciences (e.g., Ecology, Zoology), Engineering (e.g., Agronomic, Forest, Environmental, Biological, Biotechnology), or related areas, to have relevant experience in biodiversity and ecology, development of biodiversity monitoring systems and indicators, understanding of ecological concepts (e.g., ecological interactions, ecosystem dynamics), basic knowledge of GIS software's and data manipulation and fieldwork expertise, especially in the agricultural and forestry environments.

8. In accordance with article 5 of RJEC, the selection is made through the evaluation of the candidates' scientific and curricular background.

9. The assessment of the scientific and curricular background focuses on relevance, quality and timeliness, more specifically:

- a) Scientific, technological, cultural or artistic production in the last five years considered most relevant by the candidate;
- b) The applied research activities, or activities based on practice, developed in the last five years and considered to have the greatest impact by the candidate;
- c) The extension and knowledge dissemination activities carried out in the last five years, namely in the context of promoting culture and scientific practices, considered to be of greatest relevance by the candidate;
- d) The management activities of science, technology and innovation programs.

10. The five-year period referred to in the previous number may be extended by the jury, at the candidate's request, when based on suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work that are legally protected.

11. The following criteria must be considered and weighed:

C1) Integrated evaluation of the candidate scientific production in the last five years, based on an overview of the merit of his/her scientific and curricular career, namely the coherence and quality of the CV; the diversity of scientific indicators with quality including books and book chapters, patents and articles in relevant journals in the area; experience in scientific orientation; international internships and relevant experience, specifically in the respective scientific area.

C2) Evaluation of the applied research and innovation activities, developed in the last five years and considered of greater impact by the candidate, as well as extension and dissemination of knowledge activities, namely coordination or participation in applied research projects with companies and innovation projects; technology transfer actions; organization of scientific and technological events; participation in activities of diffusion and dissemination of science; business experience.

C3) The five best classified candidates will be subject to an interview.

The weighting of each of the defined sub-criteria will be as follows:

C1) 30%

C2) 30%

C3) 40%

The final classification (CF) will be determined by the following formula:

$$CF = 0.3 \cdot C1 + 0.3 \cdot C2 + 0.4 \cdot C3$$

12. The final classification system of the candidates will be expressed on a scale from 0 to 20, with the score being given to hundredths. Candidates who obtain a score of less than 9.0 in one of the criteria, or who fail to attend the interview when applicable, will be excluded from the procedure. The jury reserves the right to decide not to select any candidate if they agree that none of the candidates has the profile required.

13. The jury shall deliberate by means of a reasoned roll-call vote in accordance with the selection criteria adopted and disclosed; abstentions shall not be allowed.

14. Minutes shall be taken of the jury meetings, containing a summary of what occurred in them, as well as the votes cast by each member and respective justifications, and they shall be made available to the candidates whenever requested.

15. After concluding the application of the selection criteria, the jury shall proceed to draw up the ordered list of approved candidates with their respective classification.

16. The jury's final deliberation is homologated by the institution's Director who is also responsible for deciding on hiring.

## APPLICATION

17. The application must be formalized through the email address **career@food4sustainability.org**, indicating in the subject the following reference "250.10.101.2023.002.B01", and the **obligatory sending** of the following documents:

- i) Curriculum vitae;
- ii) Motivation letter, including a summary of Research and Innovation activities;
- iii) Qualifications certificate;
- iv) Other documents that the candidate considers relevant;

Deadline for applications: **April 28, 2023.**

18. Candidates are excluded from admission to the competition if they formalize their application incorrectly or do not prove the requirements demanded by this competition. In case of doubt, the jury has the right to demand from any candidate the presentation of documents that prove their statements.

19. False statements made by candidates will be punished in accordance with the law.

20. The list of admitted and excluded candidates as well as the final ranking list will be displayed in the premises located in Centro Empresarial de Idanha-a-Nova Zona Industrial, 6060-182 Idanha a Nova, published in F4S website and the candidates will be notified by email with receipt of delivery of the notification.

21. Prior hearing and deadline for the Final Decision: after being notified, the candidates have 5 working days to comment in a prior hearing. Within a period of up to 90 working days, counted from the deadline for the submission of applications, the jury's final decisions are made.

22. The present tender is exclusively aimed at filling the indicated vacancy and may be terminated until the homologation of the final ranking list of candidates and expires with the respective occupation of the job position on offer.

23. Policy of non-discrimination and equal access: F4S CoLAB, as an employer, actively promotes a policy of gender equality in the access to employment and in professional progression, taking specific measures to avoid any and all form of discrimination.

24. The jury approved this notice at its meeting, of which minute no. 1 was drawn up.

25. Under the terms of D.L. n° 29/2001, of 3 of February, a candidate with disability has preference in equal classification, which prevails over any other legal preference. Candidates must declare in the application form,

under oath, their degree of disability, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the above-mentioned diploma.

26. The selection of the candidate(s) to be hired depends on the applicable guidelines and regulations of the Foundation for Science and Technology, of the Recovery Plan, and on the verification of the fulfilment of the administrative assumptions contained therein. F4S reserves the right to annul the present call if the conditions are not met.