

ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR PhD HIRING

PURSUANT UNDER DECREE-LAW NO. 57/ 2016 OF 29 AUGUST

Internal Reference: CI_R#2.12

1. Framework

The Rector of Universidade Católica Portuguesa, Prof. Isabel Capelo Gil deliberated the opening of an international selection tender for one vacancy of a Researcher to perform duties, in an exclusive dedication, to the exercise of scientific research activities, in the scientific area of Veterinary Sciences to the development of Research and Development activities in the valorization of industrial fermentation residues/by-products on the Alchemy project (PT2020/POCI n.º 27578) to be developed in the CBQF - Centre of Biotechnology and Fine Chemistry located at the Faculty of Biotechnology of the Catholic University of Portugal (ESB), at Porto. This project is co-financed by Portugal 2020 under the Operational Programme for Competitiveness and Internationalization through the European Regional Development Fund (FEDER). This project, with a first phase running until 31/12/2022, has as its main objective the valorization of industrial by-products from the US *Amyris* Company, through the development of innovative products for the pharmaceutical and cosmetic areas, human and animal food, agro-chemistry and materials.

2. Applicable Legislation

Decree-Law no. 57/2016 of 29 August, modified by Law n. 57/2017, of 19 July which approved the doctorate hiring regime to stimulate scientific and technological employment for all knowledge areas (RJEC) without prejudice to the specific regulations applicable to the Portuguese Catholic University.

3. Workplace

The workplace is located on the premises of the Universidade Católica Portuguesa at Porto.

4. Remuneration

Gross monthly remuneration to be paid is 2.128,34 euros, plus meal allowance. To these amounts are added annual holiday and Christmas allowances.

5. Admission requirements

Applicants may be national, foreigners and stateless candidates who are holders of a PhD in Veterinary Sciences or Animal Production or PhD with specialization in Animal Nutrition or related areas.

If the PhD has been awarded by a non-Portuguese higher education institution, it must comply with the provisions of the Portuguese law on registration/recognition of foreign degrees, for this purpose, the one described in point 10 of this Notice must be considered.

5.1. Preference will be given to:

- Experience in R&D of at least 5 years (including years of the doctoral studies).
- In the evaluation of the scientific and curricular course, preference will be given to candidates with previous R&D experience of bioactive products intended for feeding farmed animals, preferably chickens or ruminants, and in the processing of bioactive ingredients. It is expected that candidates have experience in the search of new food sources, in the formulation of diets and in the design of protocols to evaluate the impact of the new ingredients or products to be developed on the growth performance and the state of health of the animals.
- Preference will be given to candidates with a solid background in digestive physiology and animal metabolism. Ideally, the selected candidate should have expertise in prebiotic ingredients and intestinal microbioma.
- Previous experience as a (co) supervisor of BSc or MSc students will be considered an advantage. In addition, we look for candidates with the following characteristics: ability to work effectively in a team environment (participant), with

excellent interpersonal skills, ability to make informed decisions and implement highly organized and detailed recommendations, with the ability to prioritize various tasks, work independently and meet deadlines.

6. Selection process

Selection process must comply with article 5 of RJEC.

6.1. The Assessment of the Scientific and Curricular Background (APCC) focuses on the three strands described below and the final classification is obtained by the following formula, being given greater importance in each of the strands to the activity in the area of preference referred in item 5.1:

$$\text{APCC} = 0,6 \text{ PC} + 0,2 \text{ AI} + 0,2 \text{ II}$$

6.1.1. Scientific Production (PC)

Scientific production (PC) of the last five years is quantitative and qualitative evaluated. This evaluation will be based on the preferences enumerated in section 5.1,

This evaluation will consider scientific articles in ISI journals, technical journals, papers published in events, books and chapters and oral presentations at events. The applicant must provide in the application form information about the DOI (Digital Object Identifier number) or ISBN (International Standard Book Number) of up to 5 articles, works, books and chapters and summary /proof of oral presentations that the candidate consider most relevant for this application.

6.1.2. Research and Management (AI)

The activities of applied or practice-based research developed over the last five years as well as dissemination and management activities developed during this period of time are evaluated. This includes: **(i)** coordination and participation in R&D projects as project team member; **(ii)** performance of scientific services and technology transfer; **(iii)** participation in science management and knowledge dissemination activities, including the organization of conferences, symposia and scientific cooperation activities and **(iv)** patents or other R&D and innovation indicators.

6.1.3. Extension Activities - Interaction with industry (II)

The activities of interaction with industry from professional career in industry, interaction with industry in the context of development of innovation projects, scientific services for industry as others considered relevant by the candidate will be evaluated.

6.2. Interview (E)

An interview will be held for the candidates who are classified in the first three positions, which is intended to clarify aspects related to the results of their research. Candidates are asked to present a 10 minute Powerpoint presentation in which they exemplify the contributions to this parameter.

Applicants who are interviewed will be assigned a new classification in addition to the initial one that will be based on the following formula:

$$\text{Final classification} = 0,9 \text{ APPC} + 0,1 \text{ E}$$

7. Composition of the Jury

Pursuant to article 13 of RJEC the jury of the contest has the following composition:

President of the Jury:

President of the Jury: Prof.^a Dr. Manuela Pintado; other members: Dr. Raquel Madureira and Dr. João Fernandes.

8. Deliberation

The jury deliberates by means of nominal votes based on the selection criteria adopted and published with abstentions not allowed. Jury meeting minutes are drawn up, containing a summary of what was discussed, as well as the votes cast by each of the members and respective substantiation. After completing the application of the selection criteria, the jury

prepares the ranked list of successful candidates. The jury's final decision is approved by the maximum responsible of the institution who is also in charge of deciding about the hiring.

The ranked list of approved candidates will be posted at the facilities of Universidade Católica Portuguesa at Porto, located at Rua Arquiteto Lobão Vital, Nº 172, 4200-374 Porto and advertised on the website <http://www.porto.ucp.pt/en/alchemy?msite=4>. Candidates are advised by email of the availability of this list.

9. Prior Hearing and deadline for the Final Decision

After reporting the results, the candidates have 10 working days to issue a decision. The final decision of the selection board shall be given within the next 5 working days, after the candidates' deadline.

10. Application formalization

Applications are formalized by completing the [application form](http://www.porto.ucp.pt/en/alchemy?msite=4) available at <http://inqueritos.porto.ucp.pt/site/index.php/339722/lang-en>.

Applications are submitted in English.

The application is accompanied by the following documents:

- Curriculum vitae using the available [CV model](http://www.porto.ucp.pt/sites/default/files/files/UEI/ModeloCV_Set2018Researcher.docx) (http://www.porto.ucp.pt/sites/default/files/files/UEI/ModeloCV_Set2018Researcher.docx);
- Certificate of completion of the PhD, indicating the date of its completion which must be submitted as an attached to the form referred to in the previous point and following the instructions defined therein;

If the doctorate has been awarded by a non-Portuguese higher education institution it must comply with the provisions of the Portuguese legislation on registration/recognition of foreign degrees, regulated by Decree-Law no. 341/2007 of October 12, Ordinance No. 227/2017 of July 25 and DL nº 283/83 of June 21 and the formalities must be fulfilled until the expiration date of the application. If the candidate on the date of expiry of the application has not obtained the document certifying the registration/recognition of the foreign degree, a copy of the proof of the application for registration/recognition emitted from the competent national authority for its issuance may be provisionally accepted. In case the candidate is selected the signature of the contract is conditional on the presentation of the formal document. Applicants are advised to consult the website of the Directorate-General for Higher Education (DGES) for further information: <http://www.dges.gov.pt/en/pagina/diploma-registration?plid=1536>.

11. Term of candidature

The candidates present their application in the terms mentioned in the previous point from 19/12/2018 until 20/01/2019 (until 5 pm, Lisbon time).

Candidates who formalize their application incorrectly or who do not prove the requirements of this competition are excluded from admission to the contest. The jury has the power to require any candidate, in case of doubt, to present documents proving their statements.

Failure to submit any clarifications, information or documents that are requested within 5 working days means the withdrawal of the application

The false statements made by the candidates will be punished according to the law.

12. Privacy Policy

Universidade Católica Portuguesa is the Controller of the processing of personal data according to Regulation (UE) 2016/679 (General Data Protection Regulation).

The personal data processed in the context of this recruitment tender is intended for the preparation of the tender and shall be processed by Universidade Católica Portuguesa with the purpose of verifying compliance, by the candidate, of the requisites established in the legally applicable legislation for hiring. Opposition by the candidate to the processing of personal data will render the admission of the application unviable and, consequently, also of the analysis and evaluation of the application.

When indispensable to comply with the obligations of UCP, the personal data of the Data Subject may be communicated to third-parties, namely the Financing Entities identified in this announcement.

The personal data may be kept for the legally allowed period of five years.

The Data Subject is entitled to oppose to collection and processing, to access, verify, correct, erase and limit the use of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect the public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.

The Data Subject has the right of access and portability of the data.

For purposes of exercising the respective rights, contact the Universidade through the e-mail address compliance.rgpd@ucp.pt or to the address identified at the end of this announcement, through the means identified in "Contacts for clarification".

The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados.

13. Non-discrimination and equal access policy

The Portuguese Catholic University actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, harmed or deprived of any right or exempted from any duty in age, gender, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

14. Final remarks

The present competition is exclusively destined to fill the indicated vacancy and can be terminated until the homologation of the list of final ordering of the candidates and expiring with the respective occupation of the job on offer.

This invitation to tender and the contract concluded as a result of it will only take effect if financing conditions are fulfilled.

This contest can be canceled when it is deserted; when any case of force majeure occurs; when reasons of a budgetary nature, occurring after the opening of the competition determine it.

15. Contacts for clarification

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