

**ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR  
DOCTORATE HIRING  
PURSUANT TO DECREE-LAW NO. 57/ 2016 OF 29 AUGUST**

**Internal Reference:** CI\_R#2.12

**1. Framework**

The Rector of the Universidade Católica Portuguesa, Prof. Dr. Isabel Capelo Gil hereby announces an international selection tender for one vacancy of doctorate researcher to perform duties of scientific research, on an exclusivity basis, in the scientific field of Veterinary Sciences, to be carried out at CBQF – Centro de Biotecnologia e Química Fina, integrated at Escola Superior de Biotecnologia of the Universidade Católica Portuguesa, in Porto, within the framework of the Alchemy project (PT2020/POCI n.º 27578), co-financed by Portugal 2020 under the Operational Program 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, amended by Law no. 57/2017 of 19 July), which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJE), without prejudice to the specific regulations applicable to the Universidade Católica Portuguesa.

**3. Workplace**

The workplace is located at the Oporto facilities of the Universidade Católica Portuguesa.

**4. Remuneration**

Gross monthly remuneration to be paid is 2.134,73 euros, plus meal, vacation, and Christmas allowances.

**5. Admission requirements**

Any national, foreign, and stateless candidates who hold a doctoral degree in Veterinary Sciences or Animal Production or a doctoral degree with specialization in Animal Nutrition or related scientific fields, and a scientific and professional curriculum whose profile is suited for the activities to be performed, can submit an application. In the event the doctoral degree was awarded by a foreign higher education institution, said

degree must comply with the provisions of Portuguese law on the recognition of foreign degrees. For those purposes, the requirements described in **point no. 11** of this notice must be considered.

## **6. Selection Process**

Pursuant to article 5 of RJEC, selection is to be made based on the candidates' scientific and curricular career evaluation.

## **7. Evaluation criteria**

Assessment criteria: scientific production and its relevance, participation in scientific projects and congresses, student supervision, scientific dissemination actions, transfer of knowledge, other relevant activities and experiences. The evaluation process includes an interview with the candidates.

Preference will be given to candidates with:

- R&D activity of at least 5 years (including the number of years dedicated to PhD research activities).
- R&D experience of bioactive products intended for feeding farmed animals, preferably chickens or ruminants, and in the processing of bioactive ingredients.
- 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.
- Solid background in digestive physiology and animal metabolism. Ideally, the selected candidate should have expertise in prebiotic ingredients and intestinal microbiome.

Furthermore, we are looking for candidates with the following characteristics: ability to work effectively in a team environment; excellent interpersonal skills; ability to make informed decisions and to implement highly organized and detailed recommendations; ability to prioritize various tasks, work independently, and meet deadlines.

Candidate final classification system shall be presented on a scale of 0 to 100. The value is calculated by weighing in each factor as follows, always taking into account that for each item only the activity relevant to the scientific field of the present tender will be considered:

## **1. Scientific and curricular background (PC)**

a) Scientific and technological production: weighing **60%**;

This evaluation will consider scientific articles in ISI journals, technical journals, papers published in events, books and chapters, as well as oral presentations at events.

b) Applied or practice-based research activities: **20%**;

This includes: **(i)** supervision/co-supervision of Master and Ph.D. dissertations as well as post-doctoral projects (or team coordination); **(ii)** performance of scientific services and technology transfer; **(iii)** patents or other R&D and innovation indicators.

c) Extension and dissemination activities: **20%**;

Including: (i) interaction with industry activities deriving from a professional career in industry; (ii) interaction with industry in the context of the development of innovation projects; (iii) scientific services for industry; (iv) other types of interaction with industry considered relevant by the candidate; (v) participation in science management and knowledge dissemination activities, including the organization of conferences, symposia, and scientific cooperation activities.

## **2. Interview (E).**

The candidates ranked in the first three positions will be interviewed (E), in order to clarify aspects related to the results of their research. They will be asked to make a 5-minute presentation (including a PP), in which they demonstrate the contributions to the field of research.

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

$$\text{Final classification} = 90\% \text{ PC} + 10\% \text{ E}$$

## **8. Tender Selection Panel**

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

President of the Jury: Prof. Dr. Manuela Pintado.

Other members: Prof. Dr. Raquel Madureira and Prof. Dr. Ana Amaro.

## 9. Deliberation

The panel shall deliberate by means of a roll-call vote under the adopted and disclosed selection criteria, with no abstentions allowed. Minutes of panel meetings shall be drafted and shall include a summary of all occurrences of said meeting, as well as of all votes cast by the members and respective reasoning. After application of the selection criteria, the panel shall prepare a sorted list of approved candidates and respective classification. The panel's final decision shall be approved by the Rector, who shall also approve the hiring of the selected candidate. The ranked list of approved candidates will be posted at the Porto facilities of Universidade Católica Portuguesa, located at Rua de Diogo Botelho, 1327, 4169-005 Porto and will be announced on the website <http://www.porto.ucp.pt/en/alchemy?msite=4>. Candidates will be notified by email once this list is made available.

## 10. Preliminary Hearing and Final Decision Deadline

After being notified, all candidates have 10 working days to respond. The panel's final decisions are pronounced within the next 5 working days, after the 10 work-day response period.

## 11. Application formalization

Applications are formalized by completing the [application form](https://inqueritos.porto.ucp.pt/hr/index.php?r=survey/index&sid=339722&lang=en) available at <https://inqueritos.porto.ucp.pt/hr/index.php?r=survey/index&sid=339722&lang=en>

Applications are to be submitted in English.

Applications shall include the following documents:

- a) 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](http://www.porto.ucp.pt/sites/default/files/files/UEI/ModeloCV_Set2018Researcher.docx));
- b) Doctoral certificate with date of admission to the degree;
- c) Cover letter, demonstrating the candidate's motivations;
- d) If the doctoral degree is issued by foreign higher education institutions, the candidate must submit the PhD Recognition Certificate or proof of the application for recognition in accordance with Portuguese law.

If the Doctoral Degree has been awarded by a non-Portuguese higher education institution it must comply with the provisions of the Portuguese legislation on the recognition of foreign degrees, regulated by Decree-Law no. 66/2018 of August 16<sup>th</sup>. The signature of the contract is conditional on the presentation of the formal document.

Applicants are advised to check the website of the Directorate-General for Higher Education (DGES) for further information: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

## **12. Application deadline**

Candidates may submit their applications in the terms mentioned in the previous point, from 02-23-2021 until 03-08-2021 (until 5 pm Lisbon time).

Candidates who do not comply with the application's prerequisites or who fail to prove the eligibility requirements imposed by this tender shall be excluded. In case of doubt, the panel is entitled to request that candidates present further documentation supporting their statements. Failure to submit clarifications, information or documents that are requested within 5 working days determines the dismissal of the application.

False statements provided by the candidates are punishable by law.

## **13. Privacy Policy**

Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection.

The personal data submitted within the scope of this tender procedure is processed within the framework of said tender procedure only, and will be treated by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement.

The data retention period shall correspond to the legally defined period of five years.

The Data Subject is entitled to oppose to the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect 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.

Rights of Personal Data Subjects: <https://www.ucp.pt/rights-data-subjects>.

For purposes of exercising the respective rights, contact the University through the e-mail address [compliance.rgpd@ucp.pt](mailto:compliance.rgpd@ucp.pt) or by using the address found at the end of this announcement, through the means set out in "Contacts for clarification".

The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

#### **14. Non-discrimination and equal access policy:**

Universidade Católica Portuguesa 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, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, 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 union membership.

#### **15. Final remarks:**

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

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

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

#### **16. Contacts for clarification**

Universidade Católica Portuguesa  
Rua Diogo Botelho, 1327  
4169-005 Porto, Portugal

**Direção de Recursos Humanos**  
[drh.recrutamento@porto.ucp.pt](mailto:drh.recrutamento@porto.ucp.pt)

Lisboa, February 22<sup>th</sup>, 2021