INTERNATIONAL RECRUITMENT PROCESS FOR A SOFTWARE DEVELOPER

Internal Reference: 4.10 e 4.11

1. Framework

The Rector of Universidade Católica Portuguesa, Prof. Dr. Isabel Capeloa Gil deliberated the opening of an international recruitment process for two vacancies of Software Developer to join our team of smart, highly motivated team members dedicated to working together to create a cleaner, more sustainable future on the scope of the Alchemy project (PT2020/POCI n.º 27578) to be carried out at the CBQF - Centre of Biotechnology and Fine Chemistry located at the Faculty of Biotechnology of the Universidade Católica Portuguesa (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. Workplace

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

3. Remuneration

Gross monthly remuneration to be paid is 2.100 euros, plus meal allowance. To these amounts are added annual holiday and Christmas allowances.

4. Tasks

- ✓ Develop cloud-based tools and services that will facilitate building and testing microbial strains used in industrial biotechnology;
- ✓ Contribute to design and implementation of these tools;
- ✓ Work closely with a cross-disciplinary team of Software Engineers, Computational Biologists and Scientists to implement solutions.

5. Admission requirements

Any national, foreign and stateless candidate(s) with the following profile can submit their applications:

- ✓ A BSc in Computer Science or a related field such as mathematics, physics, computational biology, electrical engineering, bioengineering;
- ✓ Demonstrated ability to program in one or more of the following: Python, Java, Kotlin or Javascript (or demonstrated ability in multiple programming languages and the ability to pick up a new one quickly);
- ✓ A strong appetite for learning and the ability to apply new skills quickly;
- ✓ Strong communication skills;
- ✓ Candidates are expected to have strong communication skills in English.

6. The following skills will be considered as a plus:

- ✓ Experience in working on large projects with multiple contributors, automated software tests, distributed VCS, and continuous integration;
- ✓ A strong sense of software best practices;

- ✓ Experience building web-based, SAAS-style applications;
- ✓ Experience with Unix-based operating systems;
- ✓ Experience with data science tools;
- ✓ Background or strong interest in biological sciences.

7. Perks
- ✓ Interesting international projects in cutting-edge technology;
- ✓ Great work environment;
- ✓ Flexible work schedule.

8. Selection Process

The candidates with the strongest profile will be invited to participate in a final selection round, consisting of a technical code test, followed by references-check and interviews.

In the final selection round, candidates will be tested on their level of expertise; experienced developers are expected to pass the test. A supervisor will be available to answer any questions the candidates might have at any point during the test. Code will be assessed by the test proctor and the results handed over to the selection panel. While some small mistakes may be acceptable, the writing of code that does not meet the requirements, or is considered to be of poor quality, will disqualify the candidate.

All candidates who are in the final selection group will be required to hand-in references. Candidates should provide 3-5 references who can speak to the candidate's skills as a developer and as a leader, and guarantee how well he/she works in a collaborative development environment. At least one of the references should be someone who has been supervised by the candidate in a technical role. At least one should be able to speak to the candidate's skill as a programmer/developer.

The last stage of the process will be an interview of the top-ranking candidates to assess their interpersonal communication skills, clarify doubts regarding their CVs as well as to understand their motivations and expectations regarding the role they are expected to perform. Applicants are requested to present a short (max. 20 minutes) presentation of their relevant work experience to the interview team.

9. Application Process
Applications must be formalized by e-mail, and must include the following elements:
- ✓ Curriculum vitae;
- ✓ Cover letter;
- ✓ Certificate of completion of the Degree;

Applications should be sent to the Human Resources Department (drh@porto.ucp.pt). Candidates will receive a confirmation that their application emails have been properly received.

10. 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 processed in the scope of this tender procedure is processed within the framework of said tender procedure only, and will be processed 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 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).

11. Non-discrimination and equal access policy

The 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.

12. Final remarks

This recruitment process is exclusively destined to fill these specific vacancies and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancies. This invitation to tender and the contract concluded as a result of it will only take effect if financing conditions are fulfilled. This recruitment process 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.

13. Contacts for clarification

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