

NOTICE OF OPENING OF AN INTERNATIONAL COMPETITION FOR THE RECRUITMENT OF A DOCTORATE UNDER THE ARTICLE 23 OF DECREE-LAW No. 57/2016, OF AUGUST 29, WITH THE AMENDMENTS INTRODUCED BY LAW 57/2017, OF 19 JULY AND COMPLEMENTARY LEGISLATION

FARM-ID Public Notice Number 18/2018/ PTDC/BIA-MIC/31233/2017

1. The Executive Board of the FARM-ID- Associação da Faculdade de Farmácia para a Investigação e Desenvolvimento took a decision to open an international selection competition for one doctorate position for the exercise of activities of scientific research in the field of Microbiology and Immunology, in the form of an employment contract under an unspecified fixed-term work contract under the “Código do Trabalho” (Labor Code), for the development of the research project on “Clinical significance of *Mycobacterium tuberculosis* cell wall structural diversity: contribution to novel mechanisms of antibiotic resistance and relevance towards tuberculosis progression and treatment” supported by FCT, reference PTDC/BIA-MIC/31233/2017.

2. Applicable law:

- a) Decree-Law No. 57/2016, of August 29, the regulations for hiring doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), with the amendments introduced by Law No. 57 / 2017, dated July 19, also taking into account the provisions of Regulatory Decree No. 11-A / 2017, of December 29.
- b) “Código do Trabalho” (Labor Code), approved by Law No. 7/2009, of February 12, in its current wording.

3. In compliance with article 13 of RJEC, the jury of the competition is composed as follows:

Maria João Gracias Fernandes da Costa Catalão, PhD, Assistant Professor, Faculty of Pharmacy, University of Lisbon (Jury President);

João Paulo dos Santos Gomes, PhD, Auxiliar Researcher with Habilitation, National Health Institute Doutor Ricardo Jorge (Member);



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Elsa Maria Ribeiro dos Santos Anes, PhD, Associate Professor with Habilitation, Faculty of Pharmacy, University of Lisbon (Member);

Madalena Maria Vilela Pimentel, PhD, Associate Professor, Faculty of Pharmacy, University of Lisbon (Substitute member).

Sérgio Joaquim Raposo Filipe, PhD, Assistant Professor, Faculty of Sciences and Technology, New University of Lisbon (Substitute member).

4. The place of work is located at the Research Institute for Medicines (iMed.Ulisboa) at Faculty of Pharmacy, University of Lisbon.

5. In compliance with the provisions of no. 1 of article 5 of the Regulatory Decree No. 11-A / 2017, of December 29, this tender is open for the remuneration level 33 of the single remuneration table (TRU), which corresponds to a monthly remuneration of 2,128.34 Euros.

6.

6.1 Decree Law no. 57/2016, of August 29, which approved the regulations for hiring doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), is an enabling norm for this international selection competition.

6.2 The opening of this competition is intended for the selection of a doctorate's place for the exercise of scientific research activity under an unspecified fixed-term work contract under the "Código do Trabalho" (Labor Code) approved by Law No. 7 / 2009, of February 12, in its current wording, being the basis of contracting the execution of a service determined, precisely defined and non-durable, being the contracting necessarily financed regardless of its provenance.

6.3 The maximum term of the working contract is 30 (thirty) months.

6.4 Termination of the financing, termination of the project or completion of the tasks that are the subject of this competition shall determine the expiration of the contract that will operate with the communication referred to in article 345 (1) of the "Código do Trabalho" (Labor Code), meaning that the employer shall notify the termination of the contract to the employee, at least seven, 30 or 60 days in advance, according to whether the contract lasted up to six months, six months to two years, or per longer period."

7. The competition is open for national candidates, foreigners and stateless persons who hold a doctoral degree in a branch of knowledge or specialty that covers the scientific area of Microbiology and Immunology-Infectious Diseases, or related scientific area, as well as those to whom, under the terms of Decree-Law n No. 341/2007, of October 12, regulated by Administrative Rule no. 227/2017, of July 25, was recognized the totality of the rights



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inherent to the degree of “Doutor”, or to whom, under the terms of Decree-Law No 283/83 of June 21, has been granted equivalence or recognition to the degree of “Doutor” and are also holders of a scientific and professional curriculum that reveals an adequate profile to the activity to be developed.

7.1 The equivalence, recognition or registration of the “Doutor” degree should be obtained up to the last day of the date of expiry of the period granted for the conclusion of the contract, if the candidate ordained in an eligible place has obtained a doctorate abroad.

8. Formalization of applications:

8.1 Applications are formalized by means of an application form, made available at FARM-ID <http://www.ff.ul.pt/investigacao/farm-id10/> electronic address, addressed to the President of the FARM-ID- Associação da Faculdade de Farmácia para a Investigação e Desenvolvimento, stating the identification of this notice, full name, affiliation, number and date of identity card, Citizen Card, or number identification number, date and place of birth, marital status, profession, residence and contact address, including e-mail address and telephone contact.

8.2 The application shall be accompanied by documents proving the conditions laid down in point 7 for admission to this invitation to tender, in particular:

- a) Copy of certificate or diploma;
- b) Detailed curriculum vitae, structured in accordance with the items in points 12 and 14, indicating the works, and adding a copy of them, that the candidate considers most relevant to each of the items in points 12 and 14;
- c) Other documents that the candidate justifies to be relevant to the analysis of his / her application.

8.3 Applicants submit the documents referred to in 8.1 and 8.2 in PDF format at the electronic address concursos@farm-id.pt, issued up to the last day of the tender opening period, which is fixed at 20 working days after publication of this Notice. An applicant may, by reason of the impossibility or excessive costs of sending any of the documents referred to in 9.1 and 9.2 by e-mail, deliver them on physical support (3 copies), respecting the above date, by registered mail with acknowledgment of receipt to the address postal service “FARM-ID, Av. Prof. Gama Pinto, 1649-003 Lisboa” or by hand at FARM-ID Human Resources. Not being accepted the justification of the candidate for the delivery of documents only in physical format, the President of the Jury will give a 3 working days to present them also in digital support.

8.4 The application and documents may be submitted in Portuguese or English.

9. By decision of the President of FARM-ID, candidates who do not comply with the provisions of point 9 are not admitted to the competition. Candidates who do not submit the application using the form or who do not deliver all the documents referred to in points 8.2 (a) and (b) or who present them unreadable, incorrectly completed, or invalid are eliminated. The jury is also entitled to require any candidate, in case of doubt and for the purposes of admission to competition, to present documentary evidence of the declarations in the submitted documents.



10. Approval on absolute merit:

10.1 The Jury will deliberate on its approval or rejection on absolute merit, by a justified vote where no abstentions are admitted.

10.2 A candidate is considered approved on absolute merit when he/she obtains a favorable vote of more than half of the members of the jury.

10.3 Candidates who have a scientific and curricular path relevant to the scientific area(s) of the competition and taking into account their suitability for the additional weighting criteria identified in 14.5 will be approved on absolute merit.

11. According to article 5 of RJEC, the selection is made through the evaluation of the scientific and curricular path of the candidates.

12. The evaluation of the scientific and curricular path focuses on relevance, quality and timeliness:

- a) of the scientific, technological, academic, cultural or artistic production during the last five years and considered more relevant by the candidate;
- b) of the applied or practice-based research activities developed over the last five years and considered as having the greatest impact by the candidate;
- c) of the activities of extension and dissemination of knowledge developed during the last five years, in particular in the context of promoting the culture and scientific practices considered by the candidate to be of greater relevance;
- d) of the activities of science, technology and innovation programs management or of the experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad.

13. The period of five years referred to in the preceding paragraph may be increased by the jury, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

14. The assessment criteria are set out in this entry, with the option mentioned in point 14.5, with particular emphasis on the curriculum vitae and the contributions considered to be of higher relevance by the candidate in the last 5 years.

14.1. Quality of the scientific, technological, cultural or artistic production, considered more relevant by the candidate, and relevant to the project to be developed, which was given a weighting factor of 85% considering:

a) Scientific publications: a parameter which takes into account books, chapters of books, articles in scientific journals and international conference proceedings of which the applicant was the author or co-author, considering:

- i. its nature;

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- ii. its impact;
- iii. the scientific / technological level and innovation;
- iv. diversity and multidisciplinary;
- v. international collaboration;
- vi. the importance of contributions to the advancement of the current state of knowledge;
- vii. the importance of the works that have been selected by the candidate as most representative, in particular as regards their contribution to the development and evolution of the scientific area for which the competition is open.

b) Accompaniment and orientation of students, trainees and research fellows: a parameter that takes into account the orientation of doctoral students, master's and undergraduate students, trainees and research fellows taking into account the number, quality, scope and scientific / technological impact of the resulting publications, theses, dissertations and final course papers, distinguishing especially the awarded works and the international recognition.

14.2. Activities of applied or practice-based research, considered to be of greatest impact by the candidate, and relevant to the project to be developed, which was given a weighting factor of 5% considering:

a) Vocational training actions: a parameter which takes into account the participation and coordination of technological training actions aimed at enterprises and the public sector, taking into account their nature, technological intensity and results achieved.

b) Provision of services and integrated consultancy in the institutional mission: a parameter that takes into account participation in activities involving the business community and the public sector, taking into account the type of participation, size, diversity, technological intensity and innovation.

c) Design, project and production of scientific outputs: a parameter which takes into account the value of the FARM-ID activities of relevant professional experience.

14.3. Activities of extension and dissemination of knowledge, particularly in the context of the promotion of culture and scientific practices, considered of greater relevance by the candidate, and relevant to the project to be developed, which was given a weighting factor of 5% considering:

a) Services to the scientific community and to society: a parameter that takes into account the participation and coordination of scientific and technological dissemination initiatives and taking into account the nature and results achieved by them when carried out towards the scientific community, including the organization of conferences and conferences.

14.4. Contribution to activities related to the management of science, technology and innovation programs, or experience in the observation and monitoring of the scientific and



technological system or higher education, in Portugal or abroad, and relevant to the project to be developed, with a weighting factor of 5% considering;

a) Positions in boards of the university, school, or research unit: a parameter that takes into account the nature and the responsibility of the position.

b) Other positions: parameter that takes into account the exercise of positions in national and international scientific organizations.

14.5. In weighing the evaluation criteria listed in paragraphs 14.1 to 14.4, each jury member may consider the following additional parameter:

a) contribution to the development and evolution of themes of the scientific area in which the competition is open, namely Health, Infectious Diseases, Tuberculosis, Antibiotic Resistance, Virulence Factors of *Mycobacterium tuberculosis*.

15. The jury may decide to select up to 3 candidates who will be called to hold a session presenting the results of their investigation, following which the jury members should stimulate an open debate on its content and innovative character. This presentation session does not constitute a selection method and is not classified, aiming merely to obtain explanations or clarifications of elements contained in the candidates' curricula.

16. The Jury, when it deems it necessary, may request the candidate to present additional documents proving the candidate's statements, which are relevant to the analysis and classification of his/her application.

17. Classification of candidates

17.1. Each member of the jury assigns a classification to each of the candidates in each evaluation criterion, on a scale of 0 to 100 points, ranking the candidates according to their classification consisting on the sum of the partial classifications assigned in each evaluation criterion, and taking into account the weighting factor given to each parameter.

17.2. Candidates shall be ordered by applying the successive voting method.

17.3. The jury decides by absolute majority, and abstentions are not allowed.

17.4. The final classification of each candidate is the one corresponding to his or her ranking resulting from the application of the method referred to in point 17.2.

18. Minutes of the jury meetings are drawn up, which contain a summary of what has taken place in them, as well as the votes cast by each of the members and their reasons, being available to the candidates whenever requested.

19. The final deliberation of the jury is approved by the President of FARM-ID, and it is his responsibility to establish the respective contract

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20. The false statements made by the candidates will be punished according to the law.
21. The list of admitted and excluded candidates as well as the final ranking list are advertised on the website of FARM-ID, and the applicants will be notified by email with receipt of delivery of the notification.
22. Prior Hearing and Deadline for Final Decision: After being notified, candidates have 10 working days to submit a formal rebuttal. Within the term of 45 days, counted from the deadline for the presentation of the candidacies, the final decisions of the jury are given.
23. This tender is exclusively intended to fill the vacancy(s) indicated and may be terminated until the homologation of the final ranking list of candidates and expiring with the respective occupation of the working position on offer.
24. Non-discrimination and equal access policy: FARM-ID actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived of any right or exemption from any duty owing, in particular, to ancestry, age, sex, 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 beliefs and trade union membership.