Universidade do Minho

NOTICE FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR THE HIRING OF A DOCTORAL RESEARCHER UNDER THE LEGAL REGIME OF SCIENTIFIC EMPLOYMENT

CTTI-PI-44/26-CBMA(1)

Doctor Pedro Miguel Ferreira Martins Arezes, Professor and Rector of Universidade do Minho, in the use of his own competence, in accordance with the terms of subsection d) of section 1 of article 92 of Law no. 62/2007, from September 10th and subsection d) of section 1 of article 37 of the Statutes of Universidade do Minho, approved by Normative Order no. 15/2021, published in *Diário da República*, 2nd series, no. 115, of June 16th, makes it known that, for a period of 10 working days counting from the business day immediately after the date on which this notice is published, an international selection tender is open for recruitment, in the form of an uncertain term contract celebrated under the Labour Code, of 1 (one) doctoral researcher **position initial level** under private law, for the exercise of scientific research activities in the scientific area of **Biological Sciences**, within the scope of the project "NUI-PLASTIC: Impact of marine plastic debris on the settlement and dispersion of nuisance species in Portuguese coastal ecosystems", with the reference COMPETE2030-FEDER-00734300, with support of the European Regional Development Fund (ERDF), through Operational Programme for Competitiveness and Internationalisation (POCI) – COMPETE 2030, Portugal 2030, with a view to development of R&D activities, namely: to participate in the development and execution of R&D projects and in related scientific and technical activities; monitor the work carried out within the scope of the projects under his/her responsibility; collaborate in the development of training actions within the scope of the R&D methodology; monitor the research work carried out by the scholarship holders, research interns and research assistants and participate in their training.

1. **Applicable Legislation**: This tender, open by Decree of 26/05/2026, by the Rector of Universidade do Minho, is governed by the provisions of Decree Law No. 57/2016, of August 29th, amended by Law No. 57/2017 of July 19th, which approved a hiring regime of doctorates aimed at stimulating scientific and technological employment in all areas of knowledge, by the Regulation of Scientific Employment (RSE), by the *Regulamento da Carreira, Recrutamento, Contratação e Avaliação do Desempenho do Pessoal Investigador em Regime de Direito Privado da UMinho* (RPI-UM), amended and republished by the Rectoral Order RT-10353/2022, published in the *Diário da República*, Series II, No. 163, of the 24th of August 2022, and other applicable laws and regulations.
2. **Place of Work**: The work placement is located at the University of Minho facilities.
3. **Monthly salary**: The salary to be attributed is 2408,11€, corresponding to the remuneration level 10 included in the annex 1 of the RPI-UM.
4. **Eligibility Criteria**: Any national, foreign and stateless candidates who hold a doctoral degree in in the field of knowledge / specialty that shows an appropriate profile for the activities to be developed.

   Opponents of this tender with qualifications obtained abroad must prove the recognition, equivalence or registration of the doctoral degree, under the terms of the applicable legislation. This formality must be completed by the signing date of the contract.

   4.1. General admission requirements are those defined in point 4. For the purpose of determining the appropriate profile for the activity to be developed, the following are special requirements:
      a) proven experience in the scientific area of this international selection tender of at least 3 years.
      b) other requirements: PhD in Biology, Molecular Ecology or equivalent, with previous experience in aquatic biomonitoring using traditional and environmental DNA and metabarcoding, and in bioinformatic and statistical analyses of the data (≥ 3 years).
5. **Formalization of the applications**: Applications are formalized through a request addressed to the Rector of Universidade do Minho, under the terms defined in the attached template.

   5.1. The application must include the following documents:
      a) Copy of certificate or diploma degree;
      b) Detailed *curriculum vitae* structured in accordance with point 9;
      c) Motivation letter;
      d) Two recommendation letters;
      e) Copy of the 3 most relevant publications;
      f) Other relevant documents for the evaluation of qualification in the related scientific area;

g) Any other documents that the applicant considers relevant, namely for the assessment of the information referred to in paragraph 2 of article 5 of the RSE.

5.2. Candidates must submit the request and supporting documents, using digital tools, in PDF format, mandatorily, by electronic means, to the address investigadores@ecum.uminho.pt, until the deadline for submission of applications established in this notice, indicating in subject "Ref. CTTI-PI-44/2026-CBMA(1)".

5.3. Failure to comply with the deadline for submitting the application, such as failure to submit or late submission of the application referred to in point 5 and the documents referred to in points a) to c) of point 5.1, determines the exclusion of the application. The exclusion decision is notified to the candidates, by email, for the purpose of holding the hearing of interested parties.

5.4. The jury may, whenever it finds necessary, request candidates to provide documents complementary to the facts referred to in the submitted curriculum, determining a deadline for this purpose.

5.5. False statements provided by the candidates will be punished by law.

6. **Members of the Jury**: The selection jury has the following composition, according to article no. 13 of the RSE and article no. 35 of the do RPI-UM:

President of the jury: Doctor Maria Cláudia Gonçalves Cunha Pascoal, Full Professor, Department of Biology, School of Sciences, University of Minho;

Doctor Filipe José Oliveira Costa, Associate Professor, Department of Biology, School of Sciences, University of Minho;

Doctor Pedro Alexandre Dias Soares, Assistant Professor, Department of Biology, School of Sciences, University of Minho;

Doctor Sofia Alexandra Ferreira Duarte, Assistant Researcher, Centre of Molecular and Environmental Biology, School of Sciences, University of Minho;

Doctor Teresa Sofia Teixeira Rito, Assistant Researcher, Centre of Molecular and Environmental Biology, School of Sciences, University of Minho.

7. **Rules of operation of the Jury**: The jury shall deliberate by means of a nominal vote in accordance with the adopted and published selection criteria, and abstentions will not be allowed.

7.1. The jury meetings will be documented in written minutes, containing a summary of what has taken place, as well as the votes cast by each of the members and the respective grounds, being provided to the candidates whenever requested.

8. **Approval on absolute merit**:

8.1. The jury must decide on the absolute merit of the candidates, based on the merit of the global curriculum of the candidates in the scientific area for which the tender is open and also considering the fulfilment, cumulatively, of at least one of the following requirements: i) publication of 3 scientific articles in ISI Web of Knowledge/Scopus indexed journals in the subfield of molecular ecology, and ii) participation in research projects in molecular and aquatic ecology.

8.2. The decision of exclusion on absolute merit is notified to the candidates, by email, for the purpose of holding the hearing of interested parties.

8.3. Once the deadline for the exercise of the right of hearing the interested parties has expired, the jury analyses the allegations presented and, if it keeps the exclusion decision, notifies the excluded candidates by email with delivery receipt, subsequently beginning the application of the selection methods to the admitted candidates.

9. **Method(s) and evaluation criteria**: The selection method consists of a Scientific and Curricular Path Assessment (SCPA), with a weight of 90%, and an Interview (INT), weighing 10%.

All candidates, approved on absolute merit, are subjected to the evaluation of the scientific and curricular path to be carried out according to the criteria and weights defined in points 9.3. and 9.4. However, only the 4 candidates approved and best positioned in the ranking resulting from the evaluation of the scientific and curricular path will be admitted to the Interview.

9.1. The evaluation of the Scientific and Curricular Path Assessment (SCPA) focuses on the relevance, quality and timeliness:

a) of the scientific, technological, cultural or artistic production of the last five years considered most relevant by the candidate for the area of recruitment and applied research activities, or based on practice, considered to have the greatest impact by the candidate for the area of recruitment, with a minimum weight of 80%.
b) of the activities of extension and dissemination of knowledge, namely in the context of the promotion of the cultural and scientific practices considered most relevant by the candidate, and activities for the management of science, technology and innovation programs, or experience in observation and monitoring of the scientific and technological system, with a maximum weight of 20%.

9.2. The five-year period mentioned in the preceding paragraph may be increased by the jury, if requested by the candidate, and when justified on grounds of suspension of scientific activity for socially protected reasons such as parental leave, prolonged serious illness, and other situations of unavailability for work that are legally protected.

9.3. In the evaluation of the Scientific and Curricular Path Assessment (SCPA) the following parameters and evaluation criteria are considered with the respective weights:

STP – Scientific and Technological Production.

EMA – Extension and Management Activities.

The final classification of the SCPA is obtained by the following formula: **SCPA = 0.8STP + 0.2EMA**.

STP – Scientific and Technological Production, with a weighting of **80%**, comprising the **Candidate's Scientific Production (CSP)** and **Participation in Scientific Projects (PSP)**:

(i) The **CSP parameter**, accounting for **70% of the STP weighting**, assesses the intrinsic quality and quantity of the candidate's scientific output (articles published in ISI/Scopus-indexed journals, theses or dissertations, and communications at international conferences and congresses), as well as the recognition granted by the scientific community (reflected in the impact of this scientific output and the citations received from other authors). The score for the CSP parameter shall be obtained using the formula **0.30 × VA + 0.70 × VRAP**, where:
- **VA** corresponds to the absolute valuation of scientific production: VA = 100 points if the candidate is (co-)author of at least 3 (three) articles in Q1 and Q2 journals (SJR index);
- **VRAP** corresponds to the valuation relative to the preferred area and the intrinsic quality of the scientific content of the 3 (three) most relevant works of the candidate in the Biological Sciences, specific area of Molecular Ecology, up to 100 points.

(ii) The **PSP parameter**, with a weighting of **30%**, considers the intrinsic quality of the scientific content and the number of scientific projects in which the candidate has participated, funded on a competitive basis by national, European or international agencies, or funded by companies. In assessing quality, consideration shall be given to the scientific area in which the projects were carried out, the roles performed by the candidate, the funding obtained, the level of competitiveness of the call, and the results achieved/implemented—particularly where they contributed to value creation—as well as partnerships established with national and international institutions and companies. The score for the **PSP parameter** shall be obtained using the formula **0.30 × VA + 0.70 × VRAP**, where:
- **VA** corresponds to the absolute valuation of the writing and participation in scientific projects: up to 100 points;
- **VRAP** corresponds to the valuation relative to the preferred area: **VRAP = 100 points** if the coordination and participation in scientific projects are in the preferred area; VRAP = up to 50 points if they are in related scientific areas; VRAP = up to 20 points if coordination and participation are in other areas.

EMA – Extension and Management Activities, with a weighting of **20%**, corresponding to the evaluation of outreach and management activities carried out over the **last five years**. Activities in the preferred area: EMA = up to 100 points; activities in related areas: EMA = up to 50 points; activities in other areas: EMA = up to 20 points. This parameter includes:

(i) Supervision/co-supervision of undergraduate, master's or doctoral students;
(ii) Proven experience in research and technology transfer oriented towards the business sector;
(iii) Participation in science management and knowledge dissemination activities, including the organization of conferences, symposia and scientific cooperation activities.

9.4. The interview (INT), with the duration of 10 minutes, will be classified on a numerical scale from 0 to 100 points, applying the following parameters and criteria evaluation, represented in the formula:

ENT= 0.2*ACS + 0.5*MTV + 0.3*GA

ACS refers to Attitude and critical sense (20%); MTV to Motivation (50%), and GA to the General appreciation (30%).

9.5. Candidates with an absolute merit score lower than 50 points in any of the evaluation methods, shall be considered excluded from the procedure, and the subsequent method shall not be applied to them. This also applies to candidates who failed to attend, withdrew, or, although approved, were not included in the utilized tranches.

9.6. The valuation of the evaluation parameters is expressed on the numerical scale from 0 to 100 points.

9.7. The classification of each candidate is obtained by the average of the classifications of each one of the members of the jury. In case of a draw, the Chairman of the jury will make a final decision to untie the applicants.

10. **Order of candidates**: The order of the candidates must be based on the evaluation made according to the evaluation criteria described in this notice.

10.1. After completion of the application of the evaluation criteria, the jury will draw up an orderly list of successful candidates with their respective classification.

10.2. The final classification of the candidates is expressed in the numerical scale of 0 to 100 points; the classification being obtained through a weighted average.

11. **Participation of interested parties and decision**: The final ordering is notified to the candidates, by email with receipt of delivery of the notification, allowing them to pronounce for the purpose of preliminary hearing of the interested parties, pursuant to article 121 and following of the Code of Administrative Procedure, applying, with the necessary adaptations, the provisions of article 31 of the Regulation.

11.1. After the hearing of the interested parties, the jury analyses the allegations presented and approves the final ordering list of the successful candidates. Within 90 days, from the deadline for submission of the applications, the final decisions of the jury are given.

11.2. The period referred to in the previous number may be extended when the high number of candidates and or the special complexity of the competition justifies it.

11.3. The final decision of the jury is approved by the Rector of Universidade do Minho, who also decides on the hiring.

12. **Publication of results**: The list of admitted and excluded candidates, as well as the final ranking list of the successful candidates, are published on Universidade do Minho's website, and the candidates are notified by email with receipt of delivery of the notification.

13. The present tender is exclusively designated to fill the indicated vacancies and may be terminated up to the homologation of the final ranking list of candidates, expiring with the respective occupation of the jobs on offer.

14. The present announcement was approved by the jury of the tender at its meeting on 16/06/2026, according to the approved minutes of the said meeting.

15. **Non-discrimination and equal access policy**: Universidade do Minho actively promotes a policy of non-discrimination and equal access, so that no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty due, namely, 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 convictions and trade union membership.

15.1. Pursuant to section h) of article 9 of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in accessing employment and professional advancement, scrupulously any form of discrimination.

The Rector, Professor Pedro Miguel Ferreira Martins Arezes

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Pedro Miguel Ferreira
Martins Arezes

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Pedro Miguel Ferreira
Martins Arezes
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ANNEX

REQUEST

To the Rector of Universidade do Minho

Name (...), birthdate (...), VAT no. (...), identification card no. (...), address (...), Postal code (...), Mobile Phone no. (...), email address (...), holder of a degree in (...), hereby requests that you kindly accept my application for the international competition for recruitment in the form of an uncertain term contract under the Labour Code and Decree-Law no. 57/2016 of August 29th, as amended by Law no. 57/2017, of July 19th and the "*Regulamento da Carreira, Recrutamento, Contratação e Avaliação do Desempenho do Pessoal Investigador em Regime de Direito Privado da UMinho*", amended and republished by the Normative Order no. 10353/2022, published in Diário da República, 2nd Series, no. 163, of August 24th, of 1 doctoral positions initial level in the scientific area of Biological Sciences, according to a notice published in the Diário da República no. __, 2nd series, of __/__/__, with ref._____.

It declares that the elements or facts contained in this application are true. I also declare that I agree to receive by email the communications and notifications resulting from the present selection tender procedure.

I consent that the personal data described above are collected by the University of Minho for the purpose of managing the administrative procedures necessary for the analysis and publication of the application results, processing of requests submitted by the candidate to UMinho, internal administrative processes of a financial nature, creation of electronics personal identity and statistical reporting.

Find attached the following documents: xxx

(Place and date)

(Signature)