

INTERNATIONAL SELECTION PROCEDURE FOR THE RECRUITMENT OF THREE

AUXILIARIES

INVESTIGATORS FOR THE OBSERVATION AREA AND MODELING OF CLIMATE CHANGE

NOTICE NO 15542/2022

1. Under the terms of Decree-Law n.º 57/2016, de 29 de August, in its current wording, it is made public that by deliberation of the board of Directors of IPMA, IP, dated 25/3/2022, it was authorized the opening of an selection procedure for the **recruitment of of three** auxiliaries **investigators** with a fixed-term employment contract in public functions, for a period of three years, automatically renewable for periods of one year up to a maximum of six years.

2. Profile 1: Modeling of Marine Ecosystems:

The role of IPMA, advising on fishing opportunities, needs to improve marine ecosystem's model, as the basis of a new approach to sustainable ocean management, integrating physical, chemical and biological variables to understand functioning and resilience under different pressures, including climate change scenarios.

The program will improve understanding of the dynamics of the NE Atlantic, across different time scales, including historical analyses, seasonal forecasts and long-term projections.

Research topics include predictability, drivers of long-term change, coastal ocean responses to climate change, and impacts on ecosystem chemistry and biology, from phytoplankton to top predators.

Profile 2: Marine Food of the Future:

The current social challenges of aquaculture and the seafood processing industry in Portugal require the implementation of innovational strategies to deal with offshore production, selective genetic breeding to boost production, mitigate changes climate and emerging contaminants, while ensuring zero waste.

Validation of eco-innovative solutions is crucial (e.g. robust and healthy fish through diets, RAS, IMTA, rapid screening tools, bespoke products, contaminant reduction strategies, energy efficient technologies/h, linked certification to digital traceability).

This will open up a new generation of healthy foods for aquaculture, functional and personalized seafood for consumers and cosmetics applications using omics tools.

Profile 3: A new paradigm for ocean monitoring:

Until now, the observation of deep ocean processes has been limited to the availability of research vessels and, more recently, autonomous vehicles.

The development of "smart optical cables" across the Atlantic creates a disruptive shift in our ability to track fast geological processes in real time and acquire continuous environmental information under the responsibility of Portugal (and Europe).

IPMA will play a key role in this development over the next 5 to 10 years.

3. Applicable legislation:

- a)** Decree-Law no. 57/2016, of August 29th, in its current wording;
- b)** General Labor Law in Public Functions (LTFP), approved as an annex to Law No. 35/2014, of June 20th, in its current wording;
- c)** Regulatory Decree No. 11-A/2017, of December 29th.

4. Under the terms of article 16 of the RJEC, the present procedure is exempt from:

- a)** Authorization of the members of the Government responsible for the finance and Public Administration's areas, has referred in paragraph 3 of article 7 of the LTFP,
- b)** Obtaining the prior favorable approval referred to in paragraph 5 of article 30 of the LTFP and
- c)** The procedure for recruiting workers in a situation of professional development, has mentioned in article 265 of the LTFP

5. Admission requirement: national, foreign and stateless candidates who hold a Doctor's degree in the areas of Oceanography or a similar area can apply (profile 1); Biology or a related field (profile 2) and Geophysics or a related field (profile 3), as well as those who, under the terms of Decree-Law no. higher education, awarded by foreign higher education institutions.

Candidates who obtained the PhD in a foreign country need a Portuguese Recognition issued by a Portuguese high degree Institution, according to the Decree-Law nr. 66/2018, of August 16th. The presentation of such Recognition is mandatory for contract signature. More information can be obtained in: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

6. Monthly Remuneration: the monthly base remuneration is € 3.248,27 (before taxes) level 54 and 62 of the single remuneration table, approved by Ordinance No. 1553-C/2008, 31 December — updated by Decree-Law No. 109-A/2021, of December 7.

6.1 The remuneration also includes holiday and Christmas allowances, as well as food allowance in the amount and conditions set out for workers with a legal employment relationship under the Labour Code.

7. Workplace: Av. Alfredo Magalhães Ramalho 5, 1495 Algés (reference 1 and 2) and IPMA headquarters at Rua C do Aeroporto de Lisboa, 1749-077 Lisboa (reference 3).

8. Contract duration: fixed-term employment contract in public functions, for a period of three years automatically renewable for periods of one year up to a maximum of six years.

9. Under the terms of article 5 of the RJEC, the selection is carried out through the evaluation of the scientific and curricular of candidates.

10. The evaluation of the candidates will focus on the Scientific and technological production in the last five years considered most relevant by the candidate, according to the functions to be performed.

11. The five years period mentioned on the previous number can be extended on request by the candidate, and should be justified (e.g. parental leave, long-term illness, etc.)

12. The evaluation of the scientific track and CV will focus on its relevance, and quality, measured in a scale between 1 and 20 points, with the exclusion of candidates with a classification below 9.5, with the following weighted criteria:

a) Scientific or technological production in areas covered in this recruitment, especially in the last 5 years (10 points);

b) Applied research activities developed in the last 5 years and considered of relevance by the applicant (5 points):

c) Dissemination activities in the areas covered in this post in the last 5 years and considered of relevance by the applicant (3 points);

d) Management activities associated with science, technology, and innovation or experience observing and monitoring of the scientific and technological system or higher education in Portugal or abroad, especially in the last 5 years (2 points).

13. The evaluation of the candidate's scientific and curricular path can be completed by interview, if the jury so decides. The interview does not constitute a selection method and is not classified, aiming only to obtain clarifications or explanations of elements contained in the candidates' curricula.

14. In accordance with article 13 of the RJEC, the jury has the following composition:

a) President: Professor Doutor Jorge Miguel Alberto de Miranda, President of the board of Directors of IPMA, IP;

b) Other members:

b1) Professor Doutor Pedro Manuel Alberto de Miranda, Lisbon University;

b2) Professor Doutor João Miguel Sequeira Dias, Aveiro University;

b3) Professor Doutor Maria Leonor Quintais Cancela da Fonseca, Algarve University;

b4) Professor Doutor Ricardo da Piedade Abreu Serrão Santos, Azores University.

15. The jury decides through nominal voting based on the criteria of selection adopted and disclosed, with no abstentions allowed.

16. After the jury's meetings, a minute containing what has happened in the reunion, as well as the votes cast by each of the members and the respective reasons, will be made.

That minute will be available to candidates whenever requested.

17. The final decision of the jury requires approval by the Board of Directors of IPMA, IP.

18. The deadline for submitting applications to the procedure is 20 working days, counting from the day following the publication of this notice in the Public Employment Exchange (BEP).

19. The application must be accompanied by the following documents:

a) Form available on the IPMA, IP website, expressly indicating the reference of this notice;

b) Copy of certificate or diploma attesting to the degree of Doctor (or equivalent);

c) Detailed and updated Curriculum Vitae.

d) Motivation letter.

e) Other documents that the candidate deems relevant for the assessment of their scientific and curricular path, including reference letters.

20. Candidates must submit the documents, preferably in digital format, in PDF format, to the email address recrutamento@ipma.pt.

21. The following will be excluded from the procedure:

a) Candidates who incorrectly formalize their application or who do not meet the required requirements.

b) Candidates who do not submit the application, do not submit documentation or submit illegible, incorrectly completed or invalid documentation.

c) Candidates without a PhD in the areas defined in point 5.

22. The jury has the option of requiring any candidate, in case of doubt, the documents that prove what is statement by the candidate.

23. False statements made by candidates will be punished by law.

24. The lists of admitted and excluded candidates, as well as the final classification lists, are published on the website <http://www.ipma.pt/pt>, with candidates being notified by email with a receipt of delivery of the notification.

25. Under the terms of article 121 of the Code of Administrative Procedure, after notification, candidates have 10 working days to comment in writing.

Within 90 days, counting from the deadline for the submission of applications, the final decisions of the jury will be approved.

26. This competition is exclusively intended to fill the vacancies indicated. It may be terminated before the approval of the final ranking list of candidates and will expire with the occupation of the job's offer.

27. IPMA, I.P. actively promotes a policy of non-discrimination and equal opportunities and access to employment, in alinement with article 9 of the Constitution.

28. This procedure is open under the contract program signed with FCT, which will reimburse the IPMA, I.P. of the eligible costs, according to clauses 4 and 5 of the referred document.

29. The jury approved this notice at the meeting held on April 26th, 2022.