

**Portuguese Institute of the Sea and Atmosphere, I. P.**

INTERNATIONAL SELECTION PROCEDURE TO HIRE A DOCTORATE  
(UNDER DECREE-LAW N.º 57/2016, OF AUGUST 29)  
FOR THE PROJECT B-USEFUL

**Notice No. 7966/2023**

1. Under the terms of Decree-Law No. 57/2016, of 29 August, in its current wording, it is made public that, by deliberation of the Board of Directors of IPMA, IP, January 31<sup>st</sup> 2023, it was authorized, the opening of an international procedure - applications must be submitted within the deadline of 10 (ten) working days - for one doctoral researcher position, with a fixed-term employment contract in public functions, for a period of three years, for the project B-USEFUL, within the context of the Marine Strategy Framework Directive (DQEM) and the National Biological Sampling Program (PNAB).

2. The project's objectives are:

- a) Identify the main needs of end-users for data to support decision-making for spatial planning and the sustainable management of European marine biodiversity and ecosystem services;
- b) Co-develop a set of operational indicators, targets and hypothetical scenarios of multiple pressures that act on marine biodiversity and ecosystem services;
- c) Compile and standardize data from available scientific research campaigns on the distribution, abundance and characteristics of marine species, as well as human pressures affecting marine biodiversity, maximizing the exploitation and use of existing European data infrastructures;
- d) Advance understanding of the adverse cumulative impacts of climate change and anthropogenic pressures acting on marine biodiversity by assessing the status, trends and drivers of various biodiversity indicators and their relationships with ecosystem functions and services;

- e) Quantify the risk, vulnerability and resilience of species, communities and habitats to human impacts and the degree to which conservation actions can reduce exposure and sensitivity;
- f) Develop and apply new infrastructure models to better characterize and predict changes in marine biodiversity and ecosystem services under various change scenarios defined by data end users;
- g) Co-develop interactive, data-user-oriented tools and solutions for decision-making and participatory management of marine biodiversity and ecosystem services.”

**3.** The project is intrinsically linked to the DQEM (Marine Strategy Framework Directive).

It will develop data products in light of the key needs of data users and existing policies and directives, and DQEM has been identified as the most important beneficiary for the data products developed in the project.

**4.** The project is also linked to the PNAB (National Program for Biological Sampling) since the PNAB is responsible for monitoring the state of marine resources including through various data sources, among which stand out the independent fishing data obtained in research vessel campaigns.

The B-USEFUL project is centrally based on this type of data collected by the BANP/IPMA/Portugal, as well as equivalent data from similar programs of institutions in other EU member states and European countries obtained for other areas of the Northeast Atlantic and Mediterranean.

**5.** The functions inherent to the job are as follows:

- a) Provide expertise about indicators of ecological's status of the Marine Strategy Framework Directive and participation in the development of methodologies for their characterization/quantification;
- b) Provide expertise on identifying pressures and risks and participate in the application and development of methodologies for their characterization/quantification;
- c) Provide expertise on biodiversity analysis and participate in the application and development of methodologies for its characterization/quantification, modeling and prediction in different scenarios;
- d) Provide expertise on marine species and habitats that are under pressure and risk and on the consequent impact on marine communities;
- e) Participation in meetings of national and international working groups within the framework of resource management organizations and international scientific bodies of the Community and the Member States;
- f) Preparation and submission of scientific articles, including national and international project reports.

**6. 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.

7. 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.

8. Only national, foreign and stateless candidates who hold a Doctor's degree in Marine Biology or Sea science or similar areas can apply for the competition, under penalty of exclusion.

9. Those who, under the terms of Decree-Law No. 66/2018 of August 16<sup>th</sup>, may also apply recognized academic degree or higher education diploma, awarded by foreign higher education institutions.

10. Remuneration is fixed in accordance with the provisions of article 15 of the RJEC in conjunction with article 2 of Regulatory Decree No. 11-A/2017, of 29 December, corresponding to remuneration level 33 of the remuneration table (TRU), which corresponds, in 2023, to the monthly amount of € 2.206,05, to which the meal, holiday and Christmas allowances are added.

11. Workplace: IPMA - Algés, at Avenida Doutor Alfredo Magalhães Ramalho, n.º 6; 1495-165 Algés.

12. According to article 5 of the RJEC, the selection is carried out through the evaluation of the scientific and curricular path of the candidates, considering the following parameters (0 to 20 values), in an additive way, broken down to the tenths, with the value of the Proven professional experience in:

Scientific, technological, cultural or artistic production in the last five years considered most relevant by the candidate and relevant for the job	8 values
Applied research activities, or based on practice, developed in the last five years and considered to have the greatest impact by the candidate and relevant for the job	7 values
Extension and dissemination activities of knowledge developed in the last five years, namely in the context of promoting culture and scientific practices, considered of greater relevance by the candidate and relevant for the job	4 values
Management activities of science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad	1 value

13. The candidate's evaluation of the 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:

President: Doctor Ivone Maria Ribeiro Figueiredo Silva Rosa, Director of the Department of the Sea and Marine Resources (DMRM);

Effective members: Doctor Karim Erzini from Algarve University;

Doctor Cristina Maria Filipe Máguas Silva Hanson from Lisbon 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 10 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 which reference(s) you are applying for;
- b) Copy of certificate or diploma attesting to the degree of Doctor (or equivalent);
- c) Doctoral thesis;
- d) Detailed and updated Curriculum Vitae;
- e) Other documents that the candidate deems relevant for the assessment of their scientific and curricular path.

**20.** Candidates must submit the documents, preferably in digital format, in PDF format, to the email address [recrutamento@ipma.pt](mailto:recrutamento@ipma.pt), in person at Rua C ao Aeroporto de Lisboa, 1749-077 Lisboa, during office hours (10h/16h), or by post to the same address.

When sent by post, the mail must be registered, with receipt, sent until the last day of the deadline.

**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 that do not identify the procedure which are applying for.

**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, IP actively promotes a policy of non-discrimination and equality of opportunities and access to employment, in alignment with article 9 of the Constitution.

**28.** The jury approved this notice at the meeting held on March, 17th, of 2023.

April, 4th of 2022 — The Chairman of the Board of Directors, Jorge Miguel Alberto de Miranda.