

**NATIONAL INSTITUTE OF AGRARIAN AND VETERINARY RESEARCH, I. P.**

*- English -*

**Notice (extract) no. 10192/2025/2 published in Diário da República, 2nd series, no 74, 15-04-2025**

**Deadline: 30-05-2025**

**Opening of an international external competition for the recruitment of an Assistant Researcher for the scientific research career on the staff map of the National Institute for Agrarian and Veterinary Research, I. P. (INIAV, I.P.) under the FCT-Tenure Program - 1st Edition, reference 2023. 12090.Tenure.36. (INIAV, I.P.)**

An international external call for applications is open for the recruitment of an Assistant Researcher for the scientific research career on the staff framework of the Instituto Nacional de Investigação Agrária e Veterinária, I. P. (INIAV, I.P.), under the FCT - Tenure Program - 1st Edition, with reference 2023. 12090.Tenure.36. (INIAV, I.P.),

The contract is intended for the scientific area INIAV, I.P., Silviculture, Forest Management and Forest Products for Innovation Hub of Oeiras, in the context of the application to the FCT - Tenure - 1st Edition Program, with the reference 2023. 12090.Tenure.36- Assistant Researcher in Adaptive Silviculture of Mediterranean Ecosystems, with specialization in Ecophysiology.

The deadline for submitting applications is 30 working days, starting from the day after the publication of this Notice (extract) in the *Diário da República*.

Recruitment will be made under of a Public Employment Contract of indefinite duration, in accordance with the Decree-Law no. 124/99, of April 20, in its current version, which approves the Portuguese Statute of the Scientific Research Career (Estatuto da Carreira de Investigação Científica-ECIC), in conjunction with the provisions of Law no. 35/2014, of June 20 - General Law on Public Employment (LTFP). A trial period of three years may be established, under the terms of Article 38(2) of Decree-Law no. 124/99, of April 20, in its current version.

This call for tenders is open under the FCT-Tenure Program - 1st Edition, as provided for in the Call for Applications (AAC) with reference PRR no. 02/C06-i06/2024, under the line of support measure set out in article 137 of the State Budget Law for 2024. This initiative aims to promote the recruitment of PhD holders exclusively for permanent positions, through integration into the scientific research career, in accordance with the Program Contract signed between INIAV, I.P. and the entity responsible for implementing the FCT - Tenure Program, ensuring compliance with the strategic objectives defined for the consolidation of the scientific research career.

The recruitment will be conducted under the terms of the ECIC, and will follow the principles of equality, merit and transparency, guaranteeing full compliance with articles 9, 10, 15, 19 and 20 of Decree-Law no. 124/99, of April 20, in its current version, and as well as with other applicable regulations governing recruitment in the public administration.

Under the terms of Joint Order no. 373/2000, of March 31, issued by the Minister for State Reform and Public Administration and the Minister for Equality, it is mandatory to include the following statement in recruitment and promotion procedures: "In compliance with point (h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, ensuring strict adherence to the principle of non-discrimination in any form."

In this sense, terms such as 'candidate', 'researcher' and the like are not used in this notice to refer to people's gender. Likewise, no applicant may be privileged, favored, disadvantaged, or deprived of any rights, not exempted from any obligations, on the basis of -among others- ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or status, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic or racial origin, place of birth, language, religion, political or ideological beliefs and trade union affiliation.

Under the terms of articles 16, 17, 19, 20, 24 to 26 of the ECIC, as well as other applicable legislation, the following provisions shall be observed:

#### **1. Authorization order**

The launch of this competition was authorized by the President of the Board of Directors of INIAV, I.P. in Deliberation (excerpt) no. 355/2025, published in the 2nd series of *Diário da República* no. 49, of 11 March 2025.

This decision was issued, following a proposal from the Scientific Council of INIAV, I.P., after confirming the availability of appropriate budgetary funding, and that the position now open for recruitment is included in the staff framework of INIAV, I.P. The position is designated for carrying out research activities, assigned to an assistant researcher in the scientific area indicated above, at INIAV, I.P.

#### **2. Approval of the present call for applications**

This call for applications was approved, in accordance with Article 4(1) of the ECIC, by the selection board at its meeting on 1 April 2025, as recorded in the minutes duly approved in draft form.

#### **3. Scientific Area**

- 3.1. The scientific area of INIAV, I.P. for this competition is Forestry, Forest Management and Forest Products and the scientific area of FCT is Agriculture, Forestry and Fisheries/sub-area: Forestry.
- 3.2. This recruitment process is aimed at hiring an Auxiliary Researcher for INIAV, I.P., by means of a Public Employment Contract for an indefinite period.

#### 4. General and specific requirements for admission requirements

- 4.1. General Requirements - those defined in article 17 of the LTFP, approved by Law no. 35/2014, of June 20 in its actual version.
- 4.2. Specific Requirements - those defined in Article 10(1)(a) and (b) of the ECIC, namely holding a PhD degree in the scientific area of Agricultural and Forestry Sciences, or although holding a PhD degree in a different field, having a relevant scientific *curriculum* in Adaptive Silviculture of Mediterranean Ecosystems, with a specialization in Ecophysiology.

#### 5. Salary and working conditions

- 5.1. The remuneration is that of the position in the single remuneration table equivalent to the salary corresponding to the index 195 of the 1st step of the category of Assistant Researcher as mentioned in Annex I of the ECIC. In addition to this basic salary the employee is entitled to holiday, Christmas and meal allowances as well as other supplementary benefits to which they may be legally entitled.
- 5.2. The working conditions are those established in the ECIC, in the legislation governing the employment contract in public functions and in the INIAV, I.P. regulations applied to researchers employed in the Institution.

#### 6. Job description

The job responsibilities for the position to be filled are set out in Article 5 of the ECIC, in its current version.

#### 7. Workplace, type of competition process. number of positions, and validity of the process

- 7.1. The workplace of the Assistant Researcher recruited through this process will be at the Innovation Hub of Oeiras, SAFSV Unit/Ecophysiology and Forest Hydrology Laboratory, without prejudice of carrying out activities in other Innovation Hubs INIAV, I.P. as well as temporary assignments within the country or abroad.
- 7.2. This is an external and documentary-based recruitment process, which will involve the evaluation of the candidates' *curriculum vitae* and scientific work, in accordance with point (a) of Article 9, article 10(2) and article 15 of the ECIC.
- 7.3. The number of posts to be filled is one (1).
- 7.4. The validity of the recruitment process extends until the selected candidate has been formally hired by INIAV, I.P., under a public employment contract.

#### 8. Selection Committee

- 8.1. The Selection Committee for this recruitment process will be chaired by Dr. Abel Martins Rodrigues, Full Researcher at Instituto Nacional de Investigação Agrária e Veterinária, I.P.
- 8.2. Its members will be:
  - Dr. Teresa Soares David, Retired Principal Researcher, Instituto Nacional de Investigação Agrária e Veterinária, I.P.;

- Dr. Edmundo Manuel Rodrigues de Sousa, Principal Researcher, Instituto Nacional de Investigação Agrária e Veterinária, I.P.;
- Dr. Miguel Maria Nugent Pestana da Silva, Principal Researcher, Instituto Nacional de Investigação Agrária e Veterinária, I.P.;
- Dr. Maria Teresa Ferreira, Full Professor, Instituto Superior de Agronomia, University of Lisboa;
- Dr. Cristina Maria Martins Alegria, Full Professor, Polytechnic Institute of Castelo Branco;
- Dr. Domingos Manuel Mendes Lopes, Associate Professor with Habilitation, University of Trás-os-Montes and Alto Douro.

#### **9. Notification of the admitted and excluded candidates and final ranking**

The list of admitted and excluded candidates as well as the final ranking list, will be published on INIAV, I.P. website. Candidates will be notified by email, as also mentioned in section 11.5.

#### **10. Application for admission to the competition and application file**

- 10.1. The application form to this recruitment process, along with the required application documents, must be addressed to the President of the Board of Directors of INIAV, I.P., no later than the 30th working day, following its publication in the *Diário da República*.
- 10.2. The application form and all the required documents must be delivered in person, or sent by registered mail, with acknowledgement of receipt to the Human Resources Department of the National Institute for Agricultural and Veterinary Research (INIAV, I.P.), on working days, from 9.30 A.M. to 12 A.M. and from 2 P.M. to 5 P.M., to the following address: Avenida da República, Quinta do Marquês, 2784-505 Oeiras. The application must be sent by the deadline set out in point 10.1. Alternatively, it can be submitted by email to [concursos.externos@iniav.pt](mailto:concursos.externos@iniav.pt), clearly indicating the reference of the notice published in the *Diário da República*.
- 10.3. The registration process must be completed by filling out the respective application for admission to the competition which is available on the INIAV, I.P. website under the “Procedimentos Concurrais” section: <https://www.iniaiv.pt/procedimentos-concursais-e-de-mobilidade>. Whether applications are submitted electronically, in person or by registered mail with acknowledgement of receipt, the candidate must provide a valid e-mail address to which all communications and notifications to be made in the context of his application. Failure to provide a valid email address may result in the exclusion from the process. All official communications and notifications regarding this recruitment will be sent via email with a read receipt confirmation, in accordance with the ECIC and this notice.
- 10.4. Candidates must submit a signed declaration regarding consent and confidentiality (Declaração de consentimento e confidencialidade) in the processing of personal data related to the recruitment process. The declaration is available at: <https://www.iniaiv.pt/procedimentos-concursais-e-de-mobilidade>.

- 10.5. Declaration under oath, in accordance with the document attached (ANNEX) to this notice of the recruitment process.
- 10.6. The application form must be accompanied by the accompanied by the following documents:
- 10.6.1. Proof of PhD in the Scientific Area defined in section 4.2.
- 10.6.2. The candidate's *curriculum vitae* in electronic format (PDF) including the candidates with an indication of their scientific work as per article 16(3) of the ECIC, detailing:
- The research activities, experience and professional training, provision of service to the community and technology transfer, scientific guidance and management that are considered relevant to the competition, namely, identifying the activities developed in the different aspects that, under the terms of article 5 of the ECIC, integrate the set of functions to be performed by an Assistant Researcher, taking into account the aspects and evaluation parameters contained in points 12.3 and 12.4 of this notice and that are considered relevant to the scientific area in which the competition is opened, and also the preferential parameters indicated in point 12.5;
  - The *curriculum vitae* must be structured to allow a clear and quick identification of the candidate's contributions in each of the subsections of section 12.4;
  - Indication of the "ResearcherID" and/or "Scopus Author ID" and/or "Ciência ID" and/or ORCID, which allows the list of publications to be identified, the number of respective citations, and the *h-index* according to the source: Clarivate Analytics Web of Science database and Scopus.
- 10.6.3. Electronic version (PDF) of the scientific articles published in international journals mentioned in the *curriculum vitae* and other works that the candidates consider relevant for the jury's assessment, via *pen drive* or *active* link that must remain until the end of the recruitment process.
- 10.6.4. The *curriculum vitae* should include at least three (3) publications that the candidate considers to be the most representative, particularly considering their contribution to the development and evolution of the science in which the application is open, in terms of section 12.5. This selection must be accompanied by a brief justification in which the candidate explains his/her contribution.
- 10.6.5. In the *curriculum Vitae*, the candidate must present a section summarizing the relevant results of their previous scientific activity and professional experience, as well as their academic and professional training, justifying their importance to the scientific area of the application, considering the content of section 12.5.
- 10.6.6. With the exception of scientific articles, the application documents must be submitted in Portuguese or English.

## 11. Grounds for candidate exclusion

- 11.1. Candidates will be excluded from the recruitment process if they fail to submit all the documents required in section 10 by the deadline, in the manner and at the location specified in this call for applications. Candidates will also be excluded if the documents provided do not prove that they meet the general and specific requirements outlined in section 4.
- 11.2. Candidates will be excluded from the recruitment process, if, even approved and ranked in a position that would allow them to fill advertised position, they fail to provide the required legal documentation proving their eligibility for a permanent public employment contract with INIAV, I.P., within the specified deadline, without justification. Candidates will also be excluded, if the submitted documents are found to be inadequate, false or invalid.
- 11.3. If a candidate is excluded on the basis of the reason referred to in section 11.2., the next-ranked candidate on the final ranking list will be invited to submit the required legal employment documents to establish a permanent public employment contract with INIAV, I.P.
- 11.4. Candidates will be excluded from the recruitment process, if their application is improperly submitted or if they fail to meet the required qualifications specified in this application call.
  - 11.4.1. Training courses attended by candidates that do not specify the number of hours completed, will not be considered.
  - 11.4.2. Candidates holding academic degrees awarded by foreign higher education institutions must have their PhD degree formally recognized in accordance with Decree-Law no. 66/2018, of August 16, in its current version. This recognition must be obtained by the end of the deadline of this recruitment process, for signing the employment contract.
  - 11.4.3. Applicants of foreign nationality, except those from Portuguese-speaking countries, must demonstrate proficiency in spoken and written Portuguese at the common reference level C1, according to the Council of Europe's Common European Framework of Reference for Languages. This requirement must be officially recognized through certification of language proficiency in Portuguese as a Foreign Language issued by the Centre for the Assessment and Certification of Portuguese as a Foreign Language (CAPLE).
- 11.5. The list of excluded and admitted candidates, as well as the ranking list, will be published on the INIAV, I.P. website. Candidates will be notified by email.
- 11.6. Candidates who are excluded under the provisions of the previous sections have a right to a prior hearing. They will be given a ten (10) day period to submit their statements or objections.

## 12. Selection method and evaluation criteria

12.1. The selection method and evaluation criteria, in accordance with Article 10(2) of Decree-Law no. 124/99, of April 20, in its current version, consists of assessment of the candidate's *curriculum Vitae* and scientific work, with the Absolute Merit Approval being applied first, of an eliminatory nature, followed by the Relative Merit Assessment.

12.2. Candidates will be admitted on absolute merit if they hold a PhD in the scientific area of Agricultural and Forest Sciences, or in another scientific area accordingly with the mentioned in section 4.2, and if they prove the specific requirements:

- Coordination or participation in at least 3 research and technological development projects.
- Be first author or second or last co-author of 3 scientific publications, published in the last 5 years in Q1 or Q2 scientific journals with an impact factor in the areas of Clarivate Analytics Web of Science or Scopus, in terms of their contribution to the development and evolution of the scientific area for which this call is open.
- Hold a valid driver license for category B vehicles (light vehicles).

12.3. Once the candidates approved on absolute merit have been definitively identified, on the basis of the provisions of the previous section, the jury will assess the relative merit of these candidates following the procedure set out in Article 16(3) of the ECIC, in its current version. The classification of each candidate will range between 0 and 100 points and will result from the individual weighted average of each member of the selection committee.

The following evaluation parameters and respective weightings will be considered as components for the classification of candidates in relative merit, with the activities in the last 5 years being valued with an additional weighing factor of 1.5, in relation to these carried out before:

- a) Quality of scientific and technical work (QTC) in the field of the competition, weighted at 40%.
- b) Professional experience (PE) in the field of the competition, weighted at 20%.
- c) Professional training (PT) in the field of the competition, weighted at 10%.
- d) Contributions to scientific guidance activities (CAOC), weighted at 10%.
- e) Participation in management bodies (POG), weighted at 5%.
- f) Community Service and Technology Transfer (PSCTT) in the field of the competition, weighted at 15%.

12.4. The parameters referred to in section 12.3 will be detailed as follows:

12.4.1. The evaluation of the **QUALITY OF THE SCIENTIFIC AND TECHNICAL WORK (QTC)** in the scientific area of the competition, will be obtained by adding the following itens:

**i) Coordination or participation in research and technological development projects;**

International projects - up to ten (10) points/project;

National projects - up to seven (7) points/project.

These values will be multiplied by the multiplication factor 1 in the case of coordination or by 0.5 in the case of participation, considering the duration of the project.

**ii) Publications in the field of the competition;**

Authorship of books under a scientific edition with ISBN - up to ten (6) points each;

Editor/Co-editor of books under scientific edition with ISBN - up to five (4) points each;

Book chapters under scientific edition with ISBN - up to three (3) points each;

Articles in journals indexed in SCOPUS or Clarivate Analytics Web of Science - up to five (6) points each;

Articles in non-indexed journals - up to two (2) points each;

Publications in conference proceedings - up to half a point (0.5) each;

Other publications - up to half a point (0.5) each.

These values will be multiplied by the weighing factor 1 in the case of a first, second, last or corresponding authorship, or by 0.5 in other cases.

**iii) Boosting scientific activity and networks;**

Parameter that considers the candidate's ability to coordinate and lead research teams, as well as their participation in advanced training networks in collaboration with national or international institutions - up to ten (10) points per action.

**iv) Recognition by the international scientific community;**

Parameter that considers:

- Awards from scientific societies - up to two (2) points each;
- Editorial activities in scientific journals - up to two (2) points each;
- Coordination and participation in scientific and organizational committees of scientific events - up to one (1) point each;

- Participation as a member of scientific societies with competitive admission and/or other similar distinctions - up to half (0.5) point each.

12.4.2. The **PROFESSIONAL EXPERIENCE (PE)** parameter should assess the level, profile and suitability of the candidate's academic degrees and qualifications, as well as professional experience, taking into account the diversity, quality and innovation of the activities carried out as an Assistant Researcher in the scientific area of the position in the application, namely in the parameters and/or themes considered preferential in section 12.5, as well as its relevance to the development of this scientific area at INIAV, I.P. These aspects must be clearly presented in the *curriculum vitae* - up to eight (8) points/semester.

12.4.3. The **PROFESSIONAL TRAINING (PT)** parameter should consider the professional training courses attended and participation or coordination of advanced scientific and technological training courses, into account their nature, technological intensity and the results achieved during the course - up to half a point (0.5) per hour of training.

12.4.4. The **CONTRIBUTIONS IN SCIENTIFIC ORIENTATION ACTIVITIES (CAOC)** parameter should consider the supervision and guidance of doctoral students, undergraduate master's students, interns, research fellows and students, considering number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course work, especially distinguishing award-winning work and international recognition.

Post-doctoral supervision - up to four (4) points;

Doctoral supervision - up to nine (9) points;

Pre-Bologna master's/integrated master's degree supervision - up to three (3) points;

Undergraduate work supervision - up to two (2) points;

Other guidelines - up to one (1) point.

Only finished supervisions will be considered.

12.4.5. The parameter **PARTICIPATION IN MANAGEMENT BODIES (POG)**, considers the activities carried out in scientific management bodies, such as:

- Positions in bodies of educational or research institutions or in business, considering the responsibility of the position;

- Positions and coordination in departments and research units, considering the responsibility of the position, the universe of action and the results obtained by the candidate in the exercise of management functions;
- Temporary positions and tasks, considering the nature, scope and results obtained by the candidate, when he/she has participated in editorial activities of international journals, in the evaluation of scientific programs, in academic exam juries, in competition juries and in temporary positions and tasks that have been assigned by the competent management bodies, among others;
- Other positions, such as these referred to in Article 49 of ECIC, in its current version, and positions in national and international scientific organizations.

The score for this parameter will be -up to one (1) point per month of participation in each management body.

12.4.6. The **COMMUNITY SERVICE AND TECHNOLOGY TRANSFER (PSCTT)** parameter, up to five 5 points/per service activity, considers activities or services of the following types:

- Training activities – item that considers the coordination and/or teaching of academic and/or professional training aimed at companies and the public sector, with up to 2 points scored per activity, depending on its relevance;
- Industrial and/or intellectual property - item that includes the authorship or co-authorship of registered patents, each scoring up to 5 points, depending on its relevance;
- Technical dissemination publications - item that considers articles in technical dissemination magazines, each scored at 1 point;
- Other activities providing services relevant to the community in the technical-scientific field - item scored up to 1 point per activity, according to its relevance and complexity. -up to five (5) points will be awarded for each activity or service provided.

Up to five (5) points will be awarded per activity or service provision.

## 12.5. Preferential parameters

Preferred qualifications include proven research experience in Adaptive Silviculture of Mediterranean Ecosystems, with a specialisation in Ecophysiology.

Key skills include:

- experience in dendrometry and biometry, instrumentation for measuring water relations, micrometeorological sensors and modelling and prediction of carbon storage and

sequestration, under a perspective of mitigation of climate effects, for integration into forest stand growth models;

- Development of studies in mixed stands as a way to increase biological diversity, sustainable environmental resilience of Mediterranean forests, silviculture management models, selection of species more resistant to water stress, efficient management of water and nutrients for adaptation to climate change, as well as for protection against pests and diseases in Mediterranean ecosystems.

### 13. Selection Committee working rules

- 13.1. The Selection Committee, in its functioning will respect the rules of operation set out in the ECIC, in its current version.
- 13.2. In its first meeting, the Selection Committee will approve this call for applications, as recorded in the minutes of the meeting, which will be approved in draft form.
- 13.3. In its second meeting, the Selection Committee will verify the admission requirements of the candidates and prepare the list of admitted and excluded candidates, ensuring that each exclusion is duly justified. Additionally, it will initiate the prior hearing process of excluded candidates.
- 13.4. In its third meeting, the Selection Committee will approve the candidates based on absolute merit and in the evaluation of relative merit.
- 13.5. A negative vote on the approval of absolute merit must be justified based on one or more of the following circumstances, in the context of section 12.2.
- 13.6. Voting Procedure for the Final Ranking of Candidates:
  - 13.6.1. Pre-voting Procedures: During the meeting, before voting begins, each Selection Committee member must present a written document detailing the respective ranking of candidates, based on the approved parameters and criteria. This document will be attached to the minute minutes.
  - 13.6.2. In all various rounds, each Selection Committee member must adhere to the ranking presented in his/her written document. Abstentions are not allowed.
    - 13.6.2.1. The first vote is to determine the candidate to will be placed in the first position.
    - 13.6.2.2. Majority rule: if a candidate receives more than half of the votes, he or she is placed in 1st place. If no candidate achieves a majority, a new voting round is conducted, excluding the least-voted candidate from the previous round.
    - 13.6.2.3. In two or more candidates are tied for the least-voted position, while at least one candidate is not in that position, a run-off vote is held among the tied candidates. If the tie persists in this restricted vote, the President of the Jury decides which candidate should be eliminated.
    - 13.6.2.4. The voting process repeats until a candidate secures more than half of the votes for first place. Once the first-ranked candidate is determined, the

process is repeated to determine the second place, and so forth, until a final ranked list of all candidates is established.

13.6.2.5. The process is repeated until one candidate obtains more than half of the votes for first place. Once that candidate has been removed, the whole process is repeated for the second place, and so on until an ordered list of all the candidates is obtained.

13.6.3. The Selection Committee reserves the right to request additional supporting documents from candidates in case of doubt. These can include documents in a language other than English or Portuguese, which must be translated into Portuguese or English and certified by the competent authorities.

14. This notice has been drawn up by the selection Committee and will be available on INIAV's website: <https://www.iniaiv.pt/procedimentos-concursais-e-de-mobilidade>, on the Public Employment Exchange - BEP ([www.bep.gov.pt](http://www.bep.gov.pt)) and on the EURAXESS portal (<https://euraxess.ec.europa.eu/>). This notice will be published, following its publication in the *Diário da República*.

## ANNEX

### Statement

I [Full Name], candidate for recruitment to a post of Auxiliary Researcher on the staff map of the Instituto Nacional de Investigação Agrária e Veterinária (INIAV, I.P.), declares under oath to meet all the requirements for admission to this application, as set out in the Statute of the Scientific Research Career, as well as in this notice.

I attest to not hold a permanent employment relationship in the careers of Scientific Research, University Lecturer and Lecturer in Polytechnic Higher Education, and/or open-ended contract in national institutions not covered by the Career Statutes. Additionally, I have provided documentary proof that I have benefited from a fixed-term contract or a grant, as a PhD holder, in an institution within the National System of Science and Technology, prior to the publication of the respective notice.

I fully understand that providing false statements will result in my exclusion from this recruitment process, without prejudice to the submission of the case to the competent authorities for criminal prosecution.

I also acknowledge that, if I am placed in an eligible position for hiring in the final approved ranking in this recruitment process, I will have a non-extendable period of 10 working days counted from the notification of the final ranking, to submit to the Human Resources Department of INIAV, I.P., (*Departamento dos Recursos Humanos do INIAV, I.P.*) the supporting documents proving that I meet the legal conditions required to establish a permanent public employment with INIAV, I.P..

Furthermore, I understand that failure to submit the required supporting documents mentioned in the previous paragraph, for any reason attributable to me, will result in his exclusion from this tender.

... (place), ... (date), ... (signature)