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## **PRINCIPAL RESEARCHER (M/F) Molecular Systematics and Computational Biology- 1 VACANCY**

### **Reference: CCMAR/ID/14/2018**

The Algarve Centre for Marine Sciences (CCMAR) opens a call for a Principal Researcher (M/F) of any nationality, including stateless candidates. The employment contract will be for an uncertain length of term in programme contract CEECINST/00114/2018 funded by the Portuguese Foundation for Science and Technology, I.P.

### **Job Summary and Duties:**

The Principal Researcher will:

- a) Lead a group that will develop innovative, outstanding and independent programs on molecular systematics and computational biology with frontier contributions in this field.
- b) Supervise students of different levels, in particular master's and doctoral students.
- c) Lead the bioinformatics services and CCMAR contributions to ELIXIR, EMBRC and other infrastructure projects
- d) Further the development of the CCMAR strategy
- e) Obtain external funding for research and collaborate in collective initiatives of CCMAR

### **Relevant Legislation:**

- Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, (RJEC).
- Portuguese Labour Law, approved by Law nr 7/2009, from 12th February in its current form.
- Decree – Law nr 124/99, from 20<sup>th</sup> April in its current form.
- Regulatory Decree nr 11-A / 2017, of 29th December.
- Decree – Law nr 29/2001 of 3<sup>rd</sup> February.
- Portuguese Administrative Procedure Code

**Starting Date:** The contract is expected to start in January 2019 and will only last for the necessary execution of the working plan.

**Workplace:** The workplace is CCMAR (Gambelas Campus of the University of Algarve, Faro, Portugal)

**Working Schedule:** 35 hours per week.

**Monthly Remuneration:** Gross monthly remuneration is 3601.03€, corresponding to index 220 of the Scientific Researcher Career Status scale.

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**Application Period:** Between 7 of November and 7 December 2018.

### Required Profile:

- The candidate should possess at least 5 years experience after the PhD and demonstration of scientific independence for at least the last 3 years, with demonstrable academic ability in evolutionary biology, systematics, molecular phylogenetics, and genomics. These should include a strong publication record in leading international peer-reviewed journals, a record of successful grant funding applications, and a commitment to graduate student tuition.
- The candidate should demonstrate teamwork skills with an ability to lead a research programme, with research group members and collaborators at an institutional and international level, and have a record of active support for inter-disciplinary and multi-disciplinary research.
- The candidate should have demonstrable skills in the administration and maintenance of UNIX(-like) systems, proficiency in a scripting languages such as Python, Perl, node.js, and/or Java, and a familiarity with relational databases, SQL, programming web-interfaces, and other relevant bioinformatic and computational technologies.
- the candidate should have excellent English language skills (spoken and written).

Non-compliance with any of these requirements invalidates the application. Provision of false documentation will be punished by law.

**Selection panel:** in accordance with article 13º of RJEC the selection panel is composed of Adelino Canário, Professor at Algarve University and CCMAR's President (President), Deborah Mary Power, Professor at Algarve University and researcher at CCMAR (Member), and Melody Susan Clark, merit researcher at the British Antarctic Survey (Member).

### Evaluation and Selection Process

The evaluation is carried out in two phases, which will result in a final classification between 0 and 100 points.

First phase: Curricular assessment

The evaluation of all candidates in the first phase must be completed within a period of no more than one calendar month after the applications are received. The selection is made through the evaluation of the motivation letter which will include relevant activities and career development plan, and curriculum vitae, which will include the candidate's scientific and professional career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d)

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of the RJEC. The following assessment criteria, and the candidate's ability to perform the duties required, will be considered:

- CA) Scientific, technological production in the last five years, deemed most relevant by the candidate;
- CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact;
- CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices, developed in the last five years, that the candidate considers more relevant;
- CD) Project management activities and programmes of science, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system or higher education in Portugal or abroad developed in the last five years.

The period of five years referred in the evaluation criteria may be increased by the selection panel, 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.

The candidates who have obtained less than 70 points in the curricular assessment will be considered not approved in absolute merit. The decision to exclude on absolute merit is communicated to the candidates by electronic mail for the purpose of hearing with interested parties.

#### Second phase: Interview

If the selection panel considers it necessary for the evaluation, the top five candidates with the highest scores of the curricular assessments that were approved in absolute merit will qualify for the second phase, consisting of an individual interview, either face-to-face or through a videoconference. Interviews will be conducted up to 10 days after the decision taken by the evaluation panel. The interview will be weighted, at most, as 10% of the final classification score and will serve the sole purpose of clarifying aspects related to the results of scientific research of the candidates.

#### **Functioning of the Selection Panel**

Each member of the selection panel will assess all the candidates in all the factors from CA to CD scoring between 0 and 100, and must present the reasons for the scores given. Abstention is not allowed. A similar procedure will be followed regarding the candidates that are called for the interview. The candidates that are not called for an interview will have 0 points in the second phase.

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The curricular assessment (C) of each candidate is obtained from the sums of the scores of each criteria multiplied by the weights according to the formulation, rounded to the decimal place.

$$C = CA*75 + CB*10 + CC*10 + CD*5$$

The final score (FS) of each candidate is obtained from the sum of the results of the curricular assessment (C) and of the interview (I), if applicable, according to the following formulation, rounded to the decimal place.

$$FS = C*90 + I*10$$

After determining the final score (FS) of all candidates, each member of the selection panel will rank the candidates according to the final scores assigned to them from the highest to the lowest. This is followed by the vote to the first place and for each successive place. A candidate is selected when they receive the majority of votes. If this does not happen in the first round of voting, the least ranked candidate is eliminated, and the procedure is repeated with the remaining candidates. In case of a draw the vote of the President of the selection panel decides.

The selection panel will write minutes of the meetings with a description of the evaluation and selection process including an ordered list of candidates, their classification, and the final decision. The CCMAR Board of Directors shall validate the final decision of the selection panel.

In the event that no applicant has the necessary profile, or the funding conditions have significantly changed since the announcement of this position, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not accept the position or resigns during the contract, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions, through a judgment of convenience and opportunity.

**Application submission process and documents:** Only applications submitted through the CCMAR website will be considered: <https://www.ccmар.ualg.pt/list/job>. Applications are considered to be correctly submitted only after the candidate has received a confirmation e-mail from CCMAR. Applications (in English) should include a Motivation Letter (including a personal assessment of the relevance of the activities of the last five years for the present application, highlighting the chosen scientific publications, and a career plan), a detailed curriculum vitae (prepared in accordance with the requirements and selection criteria of the application), digital copies (e.g PDFs) of up to 5 relevant publications; copy of the candidate's Ph.D. certificate; the email and telephone contacts of up to 3 referees; other documents deemed as relevant for the application.

**Results:** The lists of admitted and excluded candidates, and the final classification list, shall be posted on the CCMAR website at <https://www.ccmар.ualg.pt/list/job> closed and all candidates will be notified by email.

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**Preliminary Hearing and Final Decision Deadline:** After notification, candidates have 10 working days to contest the preliminary decision. The final decisions will be announced within 90 days of the application deadline.

Disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above.

CCMAR's non-discrimination and equal access opportunities policy – No candidate can be privileged, benefited, jeopardised or be deprived of any right or exempt of any claim in regards to descendent, age, gender, sexual orientation, marital status, economic situation, origin, social economy, genetic heritage, disability, chronic disease, nationality, ethnicity, territory of origin, language, religion, politics, ideology or union membership.

The members of the jury approved this announcement on 27 November 2018.