

CALL FOR APPLICATIONS

Reference: 2023.14741.TENURE.014

Main research field: Chemical Sciences - Food Chemistry

1. The Board of REQUIMTE – Rede de Química e Tecnologia – Associação have decided on January 27, 2025, to open an international doctoral selection competition, under the open-ended employment contract regime. This notice is intended to fill one (1) position equivalent to Assistant Researcher (**Reference 2023.14741.TENURE.014**), for the exercise of scientific research activities in the scientific area of Chemical Sciences, under the open-ended employment contract regime, at the Associated Chemistry Laboratory for Green Chemistry - Clean Technologies and Processes under the FCT-Tenure Program – 1st Edition, published through the Call for Applications (“Aviso de Abertura de Concurso”) with Reference PRR No. 02/C06-i06/2024, with financial support from FCT/MCTES through national funds and MC Shared Services, S.A., aiming to conduct leadership activities in research, technological development, and the innovation of new food products.

2. Applicable Legislation: Law no. 55/2025 of April 28; Portuguese Labour Code, approved by Law 7/2009 of February 12, in its actual form; and Scientific Employment Regulation published in Diário da República under the number 607-A/2017 of November 22, modified by Regulation 1083/2023 of October 12.

3. The tender selection panel is be formed by: 1. President of the Jury: Baltazar Manuel Romão de Castro (Emeritus Professor, University of Porto, Director of REQUIMTE), 2. Victor Armando Pereira de Freitas (Professor Catedrático, Departamento de Química e Bioquímica, Faculdade de Ciências da Universidade do Porto); 3. José António Couto Teixeira (Professor Catedrático, Departamento de Engenharia Biológica da Universidade do Minho); 4. Manuel António Coimbra Rodrigues da Silva (Professor Catedrático, Departamento de Química da Universidade de Aveiro); 5. Sílvia Maria da Rocha Simões Carriço (Professora Associada, Departamento de Química da Universidade de Aveiro).

4. The workplace shall be at MC Shared Services S.A. and University of Porto.

5. The gross monthly salary offered is that of index 195 of the Scientific Research Career (Annex 3 of Decreto-Lei nº 408/89, of 18 de november).

6. The Assistant researcher is responsible for the following:

- a) Regularly performing research and development activities through the pursuit and creation of original knowledge and the dissemination of the results of these activities, as well as performing all other scientific and technical activities and services aligned with the mission of the entities they are part of;
- b) Establish a recognized independent research profile in the development of innovative, healthy and sustainable ingredients and products; evaluation of functional claims on new ingredients and innovative products;
- c) Conducting activities related to the application, transfer, and valorization of knowledge, as well as the dissemination and communication of science;
- d) Exercising management functions within scientific research activities that require a high degree of qualification, responsibility, initiative, and autonomy, as well as mastery of the area of specialization, including:

- i) Developing tasks inherent to applications for competitive national and international funding.
 - ii) Participating in the conception and adaptation of specialized technical-scientific methods and processes within research and development programs and projects.
 - iii) Contribute to the implementation of a circular economy policy in the production processes of MC brand products or those of other Sonae group companies;
 - iv) Monitor developments in these areas and food trends with policymakers and consumers, establishing a relationship of trust with consumers and society in general, which is important for MC's positioning in the distribution sector.
- e) Supervising internships and undergraduate projects, master's dissertations, and doctoral theses integrated into their respective areas of specialization.
- f) Developing training initiatives within the scope of scientific research and development methodology.

7. Application can be submitted by any national, foreign and stateless candidate(s) holding a doctorate degree in Chemistry, with two years or more of relevant post-doctoral experience.

When the doctorate degree was awarded by a foreign higher education institution, it must comply with the provisions of Decreto-Lei nº 66/2018, of August 16, and all formalities established therein must be complied with at the signature of work contract.

8. The general admission requirements for the competition are those defined in point 7, and the special requirements include the cumulative fulfilment of the following conditions **a)** through **e)**:

- a)** Publications in the field of food chemistry totaling more than 25 articles in indexed international journals (Web of Science or SCOPUS);
- b)** An h-index equal to or greater than 14 and being the first or corresponding author of at least 10 articles in indexed international journals (SCOPUS);
- c)** Proven experience in isolating and structurally characterizing (via NMR and mass spectrometry) bioactive compounds from plants and foods, chromatographic separation and purification techniques (analytical and preparative HPLC and low-pressure column chromatography), and studying compounds related to food color and flavor;
- d)** Proven experience in collaboration with the industry;
- e)** Leadership and/or participation as a researcher in at least 4 funded R&D projects in the area of this call.

9. Pursuant to article 5 of RJEC, the selection is to be made based on the evaluation of the scientific and curricular career of the candidate.

10. Scientific and curricular career evaluation focuses on relevance, quality and up-to-dateness:

- a) of scientific or technological production, considered most relevant by the candidate;
- b) of research activities, fundamental or applied science, considered of higher impact by the candidate;
- c) of knowledge extension and dissemination activities, namely under the scope of the promotion of culture and scientific practices, deemed most relevant by the candidate;
- d) of activities of entrepreneurship and technology transfer;
- e) of activities of elaboration of applications for R&D projects funding.

11. Evaluation criteria are the following:

11.1 Integrated assessment of the curriculum trajectory of the candidate, based on an overview of their scientific merits (80 points):

I. Currículo Vitae (CV).

In the evaluation of candidates' CVs, particularly their scientific experience and scientific merit, the elements presented within the specific areas of the call (see point 8) will be valued according to the following criteria:

- a.** Overall coherence of the CV, particularly regarding the diversity and quality of scientific indicators, including relevant published articles within the specific areas indicated in point 8 of this notice – 15.
- b.** Publications on the biological activity and bioavailability of polyphenols, with particular relevance to anthocyanin pigments – 15.
- c.** Publications on the chemical properties, reactivity, and stabilization processes of bioactive compounds, particularly polyphenols – 15.
- d.** Publications on extraction using green technologies and processes from agro-industrial products and residues, purification and isolation using chromatographic methods, and structural characterization of natural and phytochemical compounds – 15.
- e.** Participation in research, technological development, and innovation projects with national and international funding, including co-promotion projects with the agro-food industry, research projects, and privately funded projects – 15.
- f.** International collaborations, namely participation in knowledge networks and working groups – 5.

11.2. Performance report– (10).

11.3. Development plan – (10).

12. Only candidates who obtain a score equal to or higher than 50 points in the parameters indicated in item 11 will be eligible to fill the position through competition.

13. Candidate final classification system shall be given based on a scale 0 to 100.

14. The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.

15. Minutes of the jury meetings will be drawn up, which contain a summary of what occurred during them, as well as the votes cast by each jury member and their respective reasons, being provided to candidates whenever requested.

16. After completing the application of the selection criteria, the panel will draw up an ordered list of approved candidates with their respective classification.

17. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.

18. Application formalization:

18.1 The applications are formalized at the electronic address <https://www.requimte.com/ConcursosAbertos/TENURE> with following documents in a digital form, in PDF format:

- a) Curriculum Vitae written in English containing all information relevant to the evaluation of the application and organized in accordance with the selection criteria set out in item 11 of this notice;
- b) Copy of certificate of doctoral qualifications;
- c) Development plan, in which the candidate must outline the future research intended to carry out, contextualizing the state of the art and the research strategies proposed to adopt. This document must have a maximum of 10 A4 pages (Arial font, size 11, 1.5 spacing and 2.5 cm margins, including cover, index, figures, references, and any other elements), and can be written in English;
- d) Performance report, which must correspond to an analysis made by the candidate on the work and elements of his/her curriculum vitae that he/she considers most relevant, especially with regard to the development of knowledge in the area of the tender; this document must have a maximum of 5 A4 pages (including cover, index, figures, references, and any other elements), with a minimum text size of 11pt and can be written in English;
- e) Scientific publications, up to a maximum of 5, that the candidate considers to be the most significant for the recruitment area;
- f) Any documents that the candidate deems relevant to assessing his/her merits.

18.2 The documents referred to in points a) to e) are mandatory.

18.3 The documents included in the application must be in PDF format (mandatory), unlocked(unlock), allowing selecting and copying text, and making annotations, with an active "table of contents"(TOC or "bookmarks", depending on the PDF reader) and a chapter structure to allow digital navigation of the document with the side column open in " Portable Document Format" (.pdf).

18.4. Files must be identified with the candidate's first and last name. They can be compressed in the format .zip.

19. All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.

20. The application submission period runs for 300 working days after publication of the opening notice in Diário da República.

21. Both admitted and excluded candidate list and final classification list shall be published at the address of REQUIMTE (Praça Coronel Pacheco nº 15-6º andar, Porto), in the website of the Institute and the selected candidate shall be notified by email.

22. Preliminary Hearing and Final Decision Deadline: After publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 working days, from response period deadline.

23. This tender is exclusively destined to fill this specify position and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said position.

24. Non-discrimination and equal access policy: REQUIMTE actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage,

reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

25. According to Decree-Law no. 29/2001 of 3 February, 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.

26. The selection of candidate to be hired is determined by orientations and regulations issued by Fundação para a Ciência e a Tecnologia upon verification of all legal requirements. REQUIMTE is entitled to cancel the present process in case the legal requirements are not fulfilled.

27. The panel has approved this tender in a meeting held on 15/07/2025.