



Reference: REQUIMTE 2020-02

Main research field: Biological Sciences

Sub research field: Microbiology/Biophysics

1. The Board of Directors of REQUIMTE – Rede de Química e Tecnologia – Associação, has decided to open an international call for positions of PhD holder Researchers, under a work contract for a non-fixed term. This announcement is intended to 1 (one) research position (**Reference REQUIMTE 2020-02**) on the Laboratório Associado para a Química Verde - Tecnologias e Processos Limpos UIDB/50006/2020, with financial support from FCT/MCTES through National funds, to pursue scientific research activities in the area of Biological Sciences, scientific sub-area Microbiology/biophysics, under a work contract for a non-fixed term, which involves the microbiological and biophysical study of the uptake/resistance mechanism of antibiotics and development of new drugs that may act into modified target sites in resistance bacteria.

2. **Applicable Legislation:** Decree-Law no. 57/2016 of August 29th, amended by Law 57/2017 and Regulatory Decree No. 11- A / 2017 which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC); Portuguese Labour Code, approved by Law 7/2009 of February 12, in its actual form.

3. Pursuant to article 13 of RJEC, the tender selection panel is to be formed by: Professora Doutora Paula Alberta Lobo Machado Gameiro dos Santos (Professora Auxiliar da Faculdade de Ciências da Universidade do Porto, acting as chairperson by delegation of President of REQUIMTE), Professora Doutora Paula Alexandra de Carvalho Gomes (Professora Associada, da Faculdade de Ciências da Universidade do Porto) e Professor Doutor Nuno Filipe da Cruz Batista Mateus (Professor Associado da Faculdade de Ciências da Universidade do Porto).

4. The workplace shall be at the Faculdade de Ciências da Universidade do Porto (Departamento de Química e Bioquímica).

5. The gross monthly salary entitle is stipulated in clause 1 a) of article 15 of the Regulatory Decree No. 57/2016, of August 29th, amended by the law nº 57/2017 of July 29th, corresponding to level 33 of the Consolidated Table of Allowances, as approved by Government Order No. 1553-C/2008, of December 31st, being 2,128.34 Euros.

6. Application can be submitted by any national, foreign and stateless candidate(s) holding a doctorate degree in Biomedical Sciences and related areas and a scientific and professional curriculum whose profile is suited for the activity described below.

In case the doctorate degree was awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 341/2007 of October 12th, and all formalities established therein must be complied with at the signature of work contract.

7. The tender admission requirements are those defined in the previous point 6, and specific requirements are: relevant publications record in the field of microbiology/biophysics; relevant experience in microbiology, protein biochemistry, bacteria resistance related with peptides and

antibiotic metal complexes and some acquaintance with protein structural characterization specially with familiarity in biophysical techniques.

8. 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.

9. Scientific and curricular career evaluation focuses on relevance, quality and up-to-datedness:

a) of scientific, technological, cultural or artistic 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.

10. The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like paternity leave, long-term serious illness, and other legal situations of unavailability to work.

11. Evaluation criteria are the following:

The evaluation of the CV of the candidates, in particular the scientific merit and research experience will take into consideration the elements presented for the last five years of activity falling within the scope of the specific areas of the tender (see Point 1) and will be performed according to the following criteria:

11.1 Integrated assessment of the curriculum trajectory of the candidate, based on an overview of their scientific merits, namely:

I. overall scientific coherence of the CV – 20 %

II. diversity and quality of scientific indicators, including relevant published peer-reviewed articles and abstracts in the specific areas of announce (see point 1) – 20 %

III. participation in research projects and students' supervision – 10 %

11.2. Relevant experience in:

I. Microbiological techniques. Antimicrobial and related activities of new compounds (peptides and metalcomplexes): synergistic effects with antibiotics; inhibition of biofilm formation; inhibition of quorum sensing. - 15%

II. Clinical microbiology: bacterial culture and identification of a large number of clinically relevant pathogens; bacterial biofilms; antimicrobial resistance; antimicrobial susceptibility testing. -20%

III. Microscopy: Fluorescence (Live/Dead staining; Fluorescence In Situ Hibridization – FISH, SEM, TEM. Spectroscopy: Fluorescence polarization, anisotropy and steady state.-15%

12. In the case of admitted candidates whose evaluation does not differ more than 10% from that obtained by the best positioned candidate, the jury will interview these candidates. This will be aimed at obtaining clarifications and explanations about the curricular elements and additional information as well as to evaluate the attitude profile and motivation of the candidate.

The final score of each jury member is obtained by the following assessment: 90% scientific and curricular career evaluation and 10% interview.

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 panel meetings shall be executed and include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning and shall be provided to candidates whenever required.

16. After selection criteria application, the panel shall prepare a sorted list of approved candidates and 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/> with following documents in a digital form, in PDF format:

- i) Curriculum vitae;
- ii) Motivational Letter;
- iii) Qualifications Certificate;
- iv) other relevant documentation.

18.2. The application period is from **15/01/2020 to 28/01/2020**.

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. False statements provided by the candidates shall be punished by law.

21. Both admitted and excluded candidate list and final classification list shall be published 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: ICETA 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. The panel has approved this announcement in meeting held on 13/01/2020.

26. 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.

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