

UNIVERSITY OF LISBON

FACULTY OF MEDICINE

ANNOUNCEMENT

ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR DOCTORATE HIRING PURSUANT TO ARTICLE 23 OF DECREE-LAW NO. 57/2016 OF 29 AUGUST, AS AMENDED BY LAW NO. 57/2017, OF 19 JULY AND COMPLEMENTARY LEGISLATION

1. The meeting of the Scientific Board of the Faculty of Medicine of the University of Lisbon, held on May 21, 2019 and by order of the Rector of August 5, 2019, deliberated the opening of an international selection tender for 1 vacancy of doctorate in the junior researcher category to perform duties of scientific research in the scientific area of Neurosciences with a view to developing research on epilepsy and neuroinflammation, in a fixed-term public service work contract scheme with the duration of three years, pursuant to paragraph 6 of this Notice.

2. Applicable legislation:

Decree-Law no. 57/2016, of 29 August, which approved the doctorate-hiring scheme intended to foster scientific and technological employment for all knowledge areas (RJEC), as amended by Law no. 57/2017, of 19 July, also taking into account the provisions of Regulatory Decree no. 11-A/2017, of 29 December.

General Public Service Labour Law (LTFP), approved in annex to Law no. 35/2014, of 20 June, under its current wording.

3. Pursuant to article 13 of RJEC, the tender selection panel shall be formed by:

Chairman: Ana Maria de Sousa Ferreira Sebastião, PhD, Full Professor at the Faculty of Medicine of the University of Lisbon;

1st Member: Mamede Alves de Carvalho, PhD, Full Professor at the Faculty of Medicine of the University of Lisbon;

2nd Member: Alexandre Valério de Mendonça, PhD, Coordinating Researcher at the Faculty of Medicine of the University of Lisbon;

3rd Member: Maria José de Oliveira Diógenes Nogueira, PhD, Assistant Professor with Aggregation at the Faculty of Medicine of the University of Lisbon.

4. Workplace shall be at the Faculty of Medicine of the University of Lisbon, Institute of Pharmacology and Neurosciences.

5. The monthly remuneration to be paid is the one provided for in Article 5, nº1 of Regulatory Decree no. 11-A/2017, of 29 December, corresponding to level 1 of the single remuneratory table, approved by Ordinance no. 1553-C/2008, of 31 December, in the amount of 2,128.34 Euros without prejudice to Article 5, nº 3 of the Regulatory Decree-Law.

6. The contract is concluded for a period of three years, automatically renewable for one-year periods up to the maximum of six years, except when:

6.1 The scientific body of the FMUL proposes its termination based on an unfavourable evaluation of the work developed by the doctorate, which shall be communicated to the interested party up to 90 days before the expiry of the initial contract or the renewal in force;

6.2 Any of the causes for extinction in Article 289 of the LGTF applies;

6.3 The doctorate communicates in writing, no later than 30 days before the expiry of the contract or the renewal in force, the intention not to renew it, with the subsequent expiration of the fixed-term contract concluded following this notice.

7. Contestants may be national, foreign and stateless candidates who hold a doctorate degree, or may be recognized under Decree-Law No. 66/2018 of 16 August, in a branch of knowledge or specialty to the scientific area of neurosciences and are also holders of a scientific and professional curriculum that reveals a profile appropriate to the activity to develop.

The equivalence, recognition or registration of the degree of Doctor shall be obtained within the deadline for submitting applications.

8. Formalisation of applications:

8.1 Applications are formalised by means of an application file, made available at the e-mail address of the Faculty of Medicine of the University of Lisbon, at, <http://www.medicina.ulisboa.pt/menu-topo/recursos-humanos/procedimentos-concursais/> sent to the Director of the Faculty, including the identification of this announcement, full name, number and date of the identity card, Citizen Card, or civil identification number, taxpayer number, date and place of birth, occupation, residence and contact address, including e-mail address and telephone number.

In the application form, the candidate must indicate the consent so that communications and notifications under this tendering procedure may take place by email to the email address indicated in the application.

8.2 The applications shall include documents proving that the conditions provided for in section 7 for tender admission are met, namely:

- a) Copy of the certificate or diploma;
- b) Doctoral thesis or equivalent document(s) that determined the granting of this academic degree;
- c) *Curriculum vitae*, detailed and structured pursuant to sections 12 and 14, indicating, with an attached copy, the works considered by the applicant most relevant as part of sections 12 and 14;
- d) Scientific project, which focuses on the topic neuroinflammation and epilepsy;
- e) Other documents deemed relevant for analysing the application.

8.3. Applicants shall submit the documents referred to in 8.1 and 8.2, in PDF format, via email (candidaturash@medicina.ulisboa.pt) by the last day of the deadline for opening the tender, which is set at 30 business days following the publication of this Announcement in the Official Gazette, the Public Employment Pool and the websites of the contracting institution and the FCT, I.P., in Portuguese and in English. An applicant may, if faced with the impossibility or technical difficulties in sending any of the documents referred to in 8.1 and 8.2 via e-mail, send them in a physical format, respecting the aforementioned date, by registered mail with acknowledgement of receipt to the postal address Faculty of Medicine of the University of Lisbon, Área de Recursos Humanos e Vencimentos, Av. Professor Egas Moniz, 1649-028 Lisboa (Lisbon), or deliver them by hand at the Human Resources Department, floor 3, lift 11, in the building of the Santa Maria Hospital. If the justification provided by the applicant for the delivery of the documents only in a physical format is

not accepted, the Chairman of the Panel shall grant him/her a period of 5 business days to submit them also in a digital format.

8.4 The application and the documents may be submitted in Portuguese or in English, but the Chairman of the Panel may, if one of the members does not master the Portuguese language, ask the applicant to translate into English a document that had previously been submitted in Portuguese, within a reasonable period of time.

9. By decision of the Director of the Faculty of Medicine of the University of Lisbon, applicants who do not comply with the provisions of section 8 shall not be admitted to the tender, and applicants who do not submit their application using the form, or who do not deliver all the documents referred to in subparagraphs a) to d) of section 8.2, or submit them in a way that is considered illegible, incorrectly filled or invalid, shall be automatically excluded. He shall also be entitled to ask any applicant, in case of doubt and for the purposes of admission to the tender, to produce documents that prove his/her statements.

10. Approval with absolute merit:

10.1 The Panel shall decide on approval or rejection with absolute merit, via a justified roll call voting where no abstentions are allowed.

10.2 The applicant who obtains a favourable vote of more than half of the members of the panel shall be deemed approved with absolute merit.

10.3 The applicants whose scientific and curricular background is relevant for the scientific area(s) of the tender shall be approved with absolute merit, taking into account their suitability for the additional weighting criteria identified in 14.4.1.

10.4 A vote unfavourable to approval with absolute merit may be justified by a failure to comply with the following circumstance:

- a) If the Scientific Project prepared by the applicant proves to be clearly insufficient and outside the scope of the scientific area(s), showing serious inaccuracies or not proving to be supported by the applicant's previous work.

11. Pursuant to Article 5 of the RJEC, selection is to be made based on the evaluation of the applicants' scientific and curricular career.

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

- a) Of the scientific, technological, academic production of the last five years considered most relevant by the candidate;
- b) Of the extension and dissemination activities developed in the last five years, namely in the context of the promotion of culture and scientific practices, considered most relevant by the candidate;

13. The period of five years referred to in the previous paragraph may be extended by the jury, at the request of the candidate, when substantiated and documented evidence 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.

14. Evaluation criteria are the ones contained in this paragraph, with the faculty contained in point 14.4, and giving particular relevance to the curriculum vitae and the contributions considered most relevant by the candidate in the last 5 years, as well as to the scientific project to be developed:

14.1 Quality of scientific production, as well as the one considered most relevant by the candidate, and the one considered relevant for the project to be developed. This parameter will be given a weighting factor of 75% considering:

i) Scientific publications: parameter that mainly considers scientific articles indexed in international reference systems, but also books or book chapters, of which the applicant was the author or co-author, considering:

- its impact;
- the relative position of the authors, especially publications as first or last author;
- the scientific level and technological diversity;
- international collaboration;
- the importance of contributions to the advancement of the current state of knowledge, namely the contribution to the development and evolution of the scientific area for which the position is opened.

ii) Creation and reinforcement of laboratory facilities: parameter that considers the participation and coordination of initiatives by the candidate that have resulted in the creation or reinforcement of experimental laboratory infrastructures to support research, as well as laboratory management activities.

iii) Participation in scientific projects: parameter that considers the participation and / or coordination of scientific projects by the candidate.

iv) Dynamization of scientific activity: parameter that considers the coordination and leadership capacity of research teams demonstrated by the candidate.

v) Follow-up and supervision of students, interns and research fellows: parameter that considers the supervision of PhD students and Master students, and tutoring of undergraduate students from National or International Programs, as well as interns and research fellows. Account shall be taken of the number, quality, scope and scientific / technological impact of the resulting publications, theses, dissertations and final course works, especially distinguishing the published and / or awarded works.

14.2 The activities of extension and dissemination of knowledge, namely in the context of the promotion of culture and scientific practices, considered most relevant by the candidate, and relevant to the project to be developed, which was given a weighting factor of 5% considering:

i) Scientific and technological dissemination publications: this parameter considers articles in journals and national conferences and other publications aimed at scientific and technological dissemination, considering their professional and social impact.

ii) Services to the scientific community and society: this parameter considers the participation and possible coordination of scientific and technological dissemination initiatives, considering the nature and results achieved, when carried out in:

- the scientific community, namely by organising congresses and conferences;
- the media;
- companies and the public sector.

14.3 Scientific project that the candidate proposes to develop in the disciplinary area for which the position is open (see 14.4), with an overall weight of 20%.

14.4 In weighing the evaluation criteria listed in paragraphs 14.1 to 14.3, each jury member may consider adding the following additional parameters under the following conditions:

14.4.1 Relevance and quality of the proposed scientific project on the relationship between neuroinflammation and epilepsy, within the scope of the scientific activity developed at the Institute

of Pharmacology and Neuroscience, using molecular biology assays (RT-PCR, RNA interference), Western Blot, ELISA, immunofluorescence methodologies, bioelectric signal recordings in hippocampal organotypic slices, cell cultures (namely primary cultures and co-cultures), calcium imaging, whenever these are considered relevant for the implementation of the project.

Proven knowledge in the morphofunctional analysis of synapses; proven knowledge of neuroinflammation and experimental models of epilepsy, including ex vivo models; previous approval in the Animal Experimentation Course for rodent A, C and D functions in accordance with Directive 2010/63 / EU.

15. The panel may decide to choose up to 3 applicants approved with absolute merit, who shall be asked to participate in a session to present the results of their research, following which the members of the panel should promote an open debate on their content and innovative character. This presentation session is not a selection method and is not classified; aiming merely to obtain clarifications or explanations of elements contained in the applicant's curricula.

16. The Panel, whenever it deems it necessary, may ask the applicant to produce additional documents that prove his/her statements, where relevant to the analysis and classification of his/her application.

17. Classification of the applicants:

17.1. Each member of the panel assigns a classification to each of the applicants in each evaluation criterion, on a scale of 0 to 100, ranking the applicants according to their final classification, which corresponds to the sum of the partial classifications assigned in each evaluation criterion, and taking into account the weighting assigned to each parameter.

17.2. Candidates are ordered by applying the successive voting method set out in Article 20 of the General Rules for the recruitment of full professors, associates and assistants at the University of Lisbon, published in *Diário da República*, 2nd Series, No. 45. , of March 5, by Order No. 2307/2015.

17.3. The panel decides by absolute majority, and abstentions are not allowed.

17.4. The applicants' final classification corresponds to the ranking resulting from the application of the method referred to in section 17.2.

18. Minutes of the meetings held by the panel shall be drawn up, containing a summary of what happens during those meetings, as well as the votes cast by each of the members and their reasons, being made available to the applicants upon request.

19. The final deliberation of the jury is ratified by the Rector, being the responsibility of the Director of the Faculty of Medicine the conclusion of the respective contract.

20. False statements provided by the applicants shall be punished by law.

21. The list of admitted and non-admitted applicants as well as the final classification list shall be posted in the facilities located at Av. Professor Egas Moniz, 1649-028 Lisboa (Lisbon), published on the webpage of the Faculty of Medicine of the University of Lisbon, and the applicants shall be notified in accordance with the legislation in force.

22. Preliminary Hearing and Final Decision Deadline: After being notified, the applicants have 10 business days to state their opinion. Within 90 (ninety) days from the deadline for submitting applications, the panel shall announce its final decisions.

23. This tender is exclusively intended to fill this specific vacancy and can be terminated at any time until the approval of the final applicant ranking, expiring with the respective occupation of said vacancy.

24. Non-discrimination and equal access policy: The Faculty of Medicine of the University of Lisbon actively promotes a non-discrimination and equal access policy, wherefore no applicant 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. Pursuant to Decree-Law no. 29/2001, of 3 February, disabled applicants shall be preferred in a situation of equal classification, and said preference supersedes any other legal preferences. The applicants must declare, on their honour, their respective disability degree, type of disability and communication/expression means used during selection period on their application form, under the regulations above.

Faculty of Medicine of the University of Lisbon, August 26, 2019

The Director, Professor Fausto J. Pinto, PhD