



**UNIVERSITY OF THE AZORES
RECTORY**

NOTICE NO 15/2025

Announcement of an international competition to fill two positions, under a permanent public employment contract, for the category of Assistant Researcher in the scientific field of Marine Sciences

In accordance with the provisions of the Statute of the Scientific Research Career, published by Decree-Law No. 124/99, of 20 April and amended by Law No. 157/99, of 14 September and by Decree-Law No. 373/99, of 18 September (ECIC), and other applicable legislation, the Rector of the University of the Azores, Professor Susana da Conceição Miranda Silva Mira Leal, pursuant to the provisions of Article 83(1)(i) of Normative Order No. 8/2022, of 22 April, published in the Official Journal, 2nd series, No. 106, of 1 June, which ratified the Statutes of the University of the Azores, hereby informs that it is open, for a period of 30 working days from the day following the publication of this notice in the Official Journal, an international call to fill, in the form of an employment contract in public functions for an indefinite period, two job positions in the category of Assistant Researcher for the scientific area of Marine Sciences.

This competition is based on qualifications and is governed by the provisions contained in articles 9, 10, 11, 16 and 19 to 26 of the ECIC, in conjunction with the provisions contained in Decree-Law no. 112/2021, of 14 December.

The opening of this competition procedure was authorized by Order No. 299, of July 26, 2024, of the Rector of the University of the Azores.

1. Admission requirements

- 1.1 Holders of a PhD degree in Marine Sciences, Biology, Marine Biology, Ecology, Marine Ecology, Zoology, Resource Management, or Marine Resources, who meet one of the situations provided for in Article 10(1)(a) of the ECIC, may be eligible to oppose this call.
- 1.2 Opponents must have a good command of Portuguese and English spoken and written and may be subject to specific tests if they do not come from a Portuguese or English-speaking country.
- 1.3 Opponents of the competition holding foreign qualifications must prove the recognition, equivalence or registration in Portugal of the qualifications referred to in point 1.1, under the terms of Decree-Law No. 66/2018, of 16 August, amended by Decree-Law No. 86/2023, of 10 October, until the deadline for submission of applications

2. Workplace

The competition is open to the performance of permanent functions in:

Universidade dos Açores
Instituto de Investigação em Ciências do Mar - OKEANOS
Rua Prof. Doutor Frederico Machado, 4
9901-862 Horta
Açores, Portugal

3. Form and deadline for submission of applications

- 3.1 Applications are submitted electronically in Portuguese or English through a form made available for



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this purpose on the services portal of the University of the Azores (<https://servicosonline.uac.pt>).

- 3.2 In addition to the work required in paragraph p) of point 4.1. of this notice, to be submitted directly in the form, the copy of the other works and/or scientific works indicated in the fields of the form may be sent to the e-mail reitoria.secretariado@uac.pt, with proof of delivery, or delivered in digital format or in paper format, in person or by registered mail, with acknowledgement of receipt, at the Rectory Building of the University of the Azores, Rua Mãe de Deus, 9500-321 Ponta Delgada.
- 3.3 Applications must be submitted within 30 working days from the day following the publication of this Notice in the "Diário da República" Official Journal.
- 3.4 The works and/or works referred to in the form sent by registered mail are not subject to the provisions of the previous number, which, and may be received after the deadline established for the submission of applications, must be sent by the deadline date and time set in the previous number.

4. Examination of applications

4.1 Regarding the form referred to in paragraph 3.1., the following elements must be included:

- a) Identification of the competition, referencing the notice number;
- b) Identification of the scientific area and, if applicable, the subarea of the competition;
- c) Full name of the candidate;
- d) Civil identification number and validity date of the document;
- e) Date and place of birth;
- f) Nationality;
- g) Profession, if applicable;
- h) Residence and postal address;
- i) Email address and telephone contact;
- j) Express consent for communications and notifications related to the competition procedure to be sent via email;
- k) Document certifying the identification of category, group, or discipline, years of service as a teacher/researcher, and the higher education institution to which the candidate belongs, if applicable;
- l) Copy of degree certificates or other legally recognized document proving fulfillment of the conditions specified in the notice, including certificates of the required degrees and titles unless stated otherwise in the notice;
- m) Declaration by the candidate, under oath, stating that:
 - i) They are not prohibited from exercising public functions or barred from the functions to which they are applying;
 - ii) They possess the physical and mental fitness necessary for the function and comply with mandatory vaccination laws;
 - iii) All information and documents provided in the form are true.
- n) Indication of works and publications produced, as well as teaching, university management, or other relevant activities;
- p) Copies of up to five scientific publications considered most representative of the candidate's output in the competition's area and subarea;
- q) Copies of other documents required by the notice;
- r) Any other documents the candidate deems relevant for the application analysis.

4.2 The form must also include a brief report of activities conducted relevant to the development of the scientific area (maximum 10,000 characters, including spaces), accompanied by a research project the candidate proposes to undertake during the probation period in the scientific area/subarea under competition (maximum 25,000 characters, including spaces).

4.3 If deemed necessary, the jury may request proof of curriculum elements listed in the form. These must be delivered to the address specified in point 3.2 or by email within 10 working days after



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notification.

4.4 Failure to meet admission requirements, improper formalization of the application, non-submission of required documents as per the notice, submission after the deadline, or submission of false or misleading documents will result in exclusion from the competition.

5. Selection Board

5.1 The jury is composed of the following members:

President:

- Prof. Dr. Susana da Conceição Miranda Silva Mira Leal, Rector at the University of the Azores

Members:

- Dr. Pedro Miguel Alfaia Barcia Ré, Full Professor at the Faculty of Sciences, University of Lisbon;
- Dr. Isabel Sousa Pinto, Associate Professor with Aggregation at the University of Porto;
- Dr. Joana Rita Bogalho Teixeira Xavier, Principal Researcher at the Interdisciplinary Centre for Marine and Environmental Research, University of Porto;
- Dr. Maria Marina Pais Ribeiro da Cunha, Associate Professor at the University of Aveiro;
- Dr. João Manuel dos Anjos Gonçalves, Associate Professor at the University of the Azores;
- Dr. Henrique Cabral, Coordinating Researcher at INRAE - Institut National de Recherche pour l'Agriculture, l'Alimentation et l'Environnement (France).

5.2 The jury's responsibilities, as well as its secretariat support, operations, type of meetings, and deadlines for decision-making, comply with Articles 19 and 20 of the ECIC.

6. Evaluation Parameters

6.1 The jury shall evaluate candidates' merit for the functions based on selection criteria and the weighting of evaluation factors:

	EVALUATION CRITERIA	WEIGHTS
A	Scientific performance	65%
B	Performance in other activities relevant to the mission of the higher education institution	20%
C	R&D project	15%

6.2 Evaluation criteria and indicators, considering the quality and quantity of indicators:

A	SCIENTIFIC PERFORMANCE	WEIGHTS
A.1	Scientific production (books, book chapters, articles in indexed international journals with scientific peer review) developed in the field of deep-sea and open-ocean ecosystems, particularly focusing on the ecology and functioning of oceanic insular ecosystems. This is assessed based on the number and impact factor of the journal (Web of Knowledge) and the author's position (sole author, first or last author, or corresponding author) within the scientific area of the competition.	0-50
A.2	Coordination and participation in research projects focused on deep-sea and open-ocean ecosystems, particularly on the study of	0-35



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	the ecology and functioning of oceanic insular ecosystems; international and national funding obtained for research projects in which the candidate participates/participated.	
A.3	Engagement with the scientific community, including participation as a speaker at international and national congresses, conferences, and seminars; poster presentations at international and national congresses, conferences, and seminars; organization of congresses, conferences, and seminars; membership on editorial boards and as a reviewer for international scientific journals; participation in evaluation committees; membership in professional/scientific associations; and involvement in the development of international and/or national technical standards.	0-5
A.4	Awards, scholarships, distinctions, and honors.	0-5
A.5	Knowledge transfer and integration in national and international research networks, including patent publication and registration. Factors include the nature, territorial scope, technological level, results achieved, and business initiatives by or with significant participation of candidates.	0-5

B	PERFORMANCE IN OTHER RELEVANT ACTIVITIES	WEIGHTS
B.1	Holding statutory management positions and elected participation in collegiate bodies.	0-25
B.2	Participation in evaluation committees for teaching and research career competitions and institutional commissions or working groups by appointment.	0-25
B.3	Teaching and lecturing activities in university-level study programs.	0-30
B.4	Supervision of students, particularly doctoral and master's students, in the competition's scientific area.	0-10
B.5	Community service activities within Higher Education Institutions or R&D Centers or in collaboration with other institutions of national relevance; scientific dissemination and other significant university extension activities.	0-10

C	R&D PROJECT	WEIGHTS
C.1	Justification of the theme and objectives of the project to be developed in the field of deep-sea and open-ocean ecosystems, particularly focusing on the study of the ecology and functioning of oceanic insular ecosystems.	0-40
C.2	Brief description of the state-of-the-art.	0-15
C.3	Description of the project to be developed in the field of deep-sea and open-ocean ecosystems, particularly focusing on the study of the ecology and functioning of oceanic insular ecosystems. This includes activities, methodologies, and expected products/results, as well as implications for the academic offerings of the University of the Azores.	0-35
C.4	Planning and timeline for the project to be developed in the field of deep-sea and open-ocean ecosystems, particularly focusing on the	0-10



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	study of the ecology and functioning of oceanic insular ecosystems. This includes the definition of annual performance indicators, identification of potential risks, and strategies for mitigation.	
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7. Approval on absolute merit

Approval based on absolute merit is equally granted to candidates who, in the field to which they are applying, cumulatively meet criteria 1, 2, and 3 within the last 10 years or since their PhD, if it was obtained less than 10 years ago.

Criterion 1 — Scientific Production: An h-index of 12 or higher in the Scopus database; or being the author or co-author of a minimum of eight scientific articles published or officially accepted in publications indexed in the Web of Science or Scopus, with at least four articles published in Q1 or Q2 journals according to the Scimago ranking, or classified as A or A* in the CORE ranking, in the scientific field of application.

Criterion 2 — Participation in funded projects exceeding 20000 euros: Serving as the principal investigator of regional, national, or international projects, or R&D services (two points per project/R&D service); or participating as a researcher in regional, national, or international projects, or R&D services (one point per project/R&D service). The candidate must accumulate a minimum of six points.

Criterion 3 — Scientific Supervision: At least one successfully completed or ongoing PhD supervision, or five successfully completed or ongoing master's degree supervisions.

8. Admission and evaluation of applications and approval of results

The procedure for the admission and evaluation of applications and the approval of results follows the provisions of Article 10, paragraph 2, of the ECIC and the selection parameters, weightings, and final evaluation system indicated in this Notice.

9. Termination of the competition

9.1 The competition concludes with the filling of the advertised position or if it cannot be filled due to a lack of candidates approved in absolute merit.

9.2 Exceptionally, the competition may terminate by a duly substantiated Rector's order, particularly in cases of non-approval of the final ranking list due to legal non-compliance or discrepancies with the notice, as well as cases where all admitted candidates score less than 50% of the total selection criteria and indicators.

10. Publication of the tender notice

The competition is advertised:

- In the 2nd series of the *Diário da República*, in Portuguese;
- On the Public Employment Exchange (BEP), in Portuguese;
- On the EURAXESS portal, in English;
- On the University of the Azores' website, in Portuguese and English.



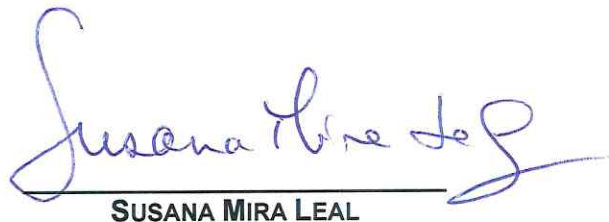
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11. Equal Opportunities Policy

In compliance with Article 9(h) of the Constitution, the Public Administration, as an employer, actively promotes equal opportunities between men and women in employment and professional advancement, ensuring no form of discrimination. Therefore, terms like 'candidate,' 'recruited,' 'professor,' and similar terms are not used in this notice to reference gender. Similarly, no candidate may be favored, benefited, prejudiced, or deprived of any right or exempted from any duty based on ancestry, age, sexual orientation, marital status, family situation, economic status, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, place of origin, religion, political or ideological convictions, or union affiliation.

Ponta Delgada, February 19th of 2025.

THE RECTOR



SUSANA MIRA LEAL