



Universidade NOVA de Lisboa

Instituto de Tecnologia Química e Biológica António Xavier (ITQB NOVA)

Opening of an international open competition for the recruitment of one Assistant Researcher, in the area of Chemistry, sub-area of sub-area of Chemical Biology for a scientific research career on a private law basis

Reference 002/TI-Inv.Auxiliar/2025

Professor João Paulo Serejo Goulão Crespo, Dean of *Instituto de Tecnologia Química e Biológica António Xavier* of *Universidade NOVA de Lisboa*, under the powers delegated by Order no. 4960/2023 of the Rector, dated April 4th, makes it known that, by order of 8 of January 2025 of the Rector of *Universidade NOVA de Lisboa*, Professor João Sàágua, an international documentary competition, with the Reference 002/TI-Inv.Auxiliar/2025, is open, for a period of 15 working days the day immediately following the publication of Notice in the *Diário da República*, for the recruitment of an Assistant Researcher, in the area of Chemistry, sub-area of Chemical Biology, focusing on the design and synthesis of supramolecular structures, such as macro(poly)cyclic and folded molecular architectures, and their engineering into chemical probes and bioactive molecules towards combating microbial pathogens, under the terms of an employment contract for an indefinite period, under private law, in accordance with the Labour Code (Law no. 7/2009, of 12 February in its current version) and under the terms of the Regulation on the careers, recruitment and employment contracts of researchers under an employment contract at the *Universidade NOVA de Lisboa*, hereinafter referred to as RCI-UNL (Regulation no. 393/2018, of June 12, amended by Order no. 6510/2019, of June 14, and by Order No. 10293/2021, of October 11).

This recruitment call is open under the Contract Program “Procedimento concursal de Apoio Institucional – Laboratórios Associados”, within the Associate Laboratory “Life Sciences for a Healthy and Sustainable Future” (LS4FUTURE), signed between the *Fundação para a Ciência e a Tecnologia, I.P.* (FC&T, I. P.) and the Universidade Nova de Lisboa (NOVA), in accordance with articles 17, 19 and 28 of the Scientific Employment Regulation, Regulation no. 607-A/2017, published in the *Diário da República*, 2nd series, of November 22, amended by Regulation no. 806-A/2019, published in *Diário da República*, 2nd series, of 14 October, and by the Regulation no. 985-B/2019, published in the 2nd series of *Diário da República*, as the 1st supplement, on December 31.

The position to be filled within the scope of this international call is primarily aligned with the Sustainable Development Goal (SDG) related to Good Health and Well-being (Goal 3).

In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, the *Universidade NOVA de Lisboa*, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, in order to avoid any and all forms of discrimination.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty due to, in particular, ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or condition social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

I - Workplace

The place of work will be at facilities of the *Instituto de Tecnologia Química e Biológica António Xavier* of the *Universidade NOVA de Lisboa* (ITQB NOVA), located in *Avenida da República*, Oeiras.

The employee will make all the journeys, in Portugal or abroad, inherent to their duties or necessary to carry out their activity.

II – Main functions and activities

The selected candidate will perform the functions as an Assistant Researcher at ITQB NOVA, and will carry out research and development activities and all other scientific and technical activities within the missions of the *Universidade NOVA de Lisboa* and also:

- a) Participate in the design, development and execution of research and development projects and related scientific and technical activities;
- b) Guide the work carried out within the scope of the projects under their responsibility;
- c) Collaborate in the development of training activities in the field of research and development methodology;
- d) Accompany the research work carried out by post-doctoral researchers, PhD and Master's students, as well as undergraduate students, and participate in their training;
- e) Participate in the institution's teaching and training programs with a teaching load of up to 4 hours per week;
- f) Supervise the theses of higher education students, particularly master's and doctoral students;
- g) Ensure that competitive funding is obtained;
- h) Participate in science communication and technology transfer activities;
- i) Carry out the duties for which they have been elected or appointed and taking part in sessions of the Institute's collegiate bodies.

III - Remuneration position and exclusivity

1. The monthly remuneration corresponds to that of the Assistant Researcher category, on an exclusive/full dedication basis, remuneration position 1, level 54A, under the terms of annexes I and II of RCI-UNL, with the Public Administration salary updates applied.

2. The Assistant Researcher will be recruited on an exclusive/full-time dedication basis, which implies renouncing the exercise of any remunerated function or activity, whether public or private, including the exercise of a liberal profession, according to the rules set out in article 52 of the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99, of 20 April, hereinafter referred to as ECIC.

IV – Contracting modality

The recruitment of an Assistant Researcher in the form of an individual employment contract for an indefinite period will take place under the terms of RCI-UNL, namely regarding the trial period of three years. Everything not included in this notice will be referred to RCI-UNL.

V – Application instructions

1. The application must be instructed by filling in the respective application form, which is available at <https://www.itqb.unl.pt/jobs>.

2. The application process must be accompanied by documentation in English, with the exception of the certificate attesting to the doctoral degree (point a) below), which may also be submitted in Portuguese.

3. The application must be submitted by email to **concursos@itqb.unl.pt**, in a **single pdf file**, indicating the **Reference 002/TI-Inv. Auxiliar/2025** in the subject line and must be accompanied by the following documentation:

- a) Certificate proving the Doctor's degree in the disciplinary area to which the competition relates;
- b) *Curriculum vitae* of the candidate, which must include:
 - i) Text making explicit that the application submitted fulfills all admission requirements;
 - ii) The identification “Scopus Author ID” and, optionally, “Google Scholar ID” and “Researcher ID”;
 - iii) Research and development activities and all other activities considered relevant to this tender procedure, in accordance with the terms of this announcement;
 - iv) Scientific and technological development plan [max. 5 pages A4];
- c) Published works, mentioned in the *curriculum vitae*, namely the five most representative ones, with regard to their contribution to the development and evolution of the disciplinary area in which the competition is opened;

d) Declaration, under oath, that if the Selection Committee chooses to request any other scientific documentation mentioned in the candidate's *curriculum vitae*, it will be delivered within 10 working days.

4. Other documents that candidates deem relevant for the analysis of their application may be attached.

VI - Applicant admission requirements

1. It is a general admission requirement to hold a doctoral degree and have a relevant scientific curriculum in the area of the competition.

2. If the candidates' qualifications were obtained abroad, they must provide proof of recognition, equivalence or registration of the degree, under the terms of the applicable legislation. This formality must be completed by the date the contract is signed.

3. Candidates who are not native speakers of Portuguese or English must have language skills at level C1 of the Common European Framework of Reference for Languages (CEFR) in at least one of the languages.

4. Candidates to the present recruitment procedure must hold a scientific and professional curriculum showing a profile appropriate to the activity to be developed, including:

- PhD in Structural Chemistry;
- Compliance with the requirements established in No. 1 of article 10 of Decree-Law No. 124/1999, of 20 April (Statute of the Scientific Research Career);
- Proven research experience with scientific publications in the field of Chemistry, sub-area of Chemical Biology, focusing on the design and synthesis of supramolecular structures, such as macro(poly)cyclic and folded molecular architectures, and their engineering into chemical probes and bioactive molecules towards combating microbial pathogens;
- Experience as Principal Investigator of an independent laboratory for more than 2 years;
- Experience as Principal Investigator in external scientific projects;
- Having obtained funding in competitive international competitions;
- Experience in supervising students.

VII – Requirements for approval on absolute merit

1. After accepting the applications, the Selection Committee will decide on the approval on absolute merit of the candidates, expressed in the formulas “Refused” or “Approved”.

2. Approval on absolute merit depends on compliance with the following requirements:

The candidate must provide evidence of scientific quality expressed by internationally indexed publications; (co-)leadership of research projects raised in a competitive environment and (co-) supervision of students.

3. Deliberations are taken by reasoned nominal vote, with no abstentions permitted.

4. A candidate must obtain a minimum score of 70/100 from the absolute majority of the members of the Selection Committee in the evaluation parameters considered in Point VIII of this notice.

VIII - Method of selection and evaluation

1. The evaluation method adopted is curricular evaluation.
2. The curricular evaluation of the various candidates in each of the parameters described below is based on the scientific area for which the call is opened.
3. When evaluating the parameters below, merely quantitative procedures should not be adopted, based on indicators, the count of publications, or the calculation of their cumulative impact factors, and it should be assumed that the content of scientific production is more relevant than the publication metrics or the entity that published it.
4. The parameters to be taken into consideration in the curricular evaluation of the candidates, in each of the sections, are as follows:
 - a) Quality of Scientific and Technical Work;
 - b) Professional Experience and Training;
 - c) Contributions to Education and Scientific Supervision Activities;
 - d) Participation in Management Bodies;
 - e) Provision of Services to the Community;
 - f) Scientific and Technological Development Plan.

5. The evaluation parameters indicated shall be weighted as follows:

a) Quality of Scientific and Technical Work: 35%

The relevance of the research results obtained by the candidate will be considered, with great emphasis on the works indicated by the candidate as their most significant contributions to the advancement of knowledge in the area for which the competition is open and in terms of its quality and quantity, valued for its impact and recognition within the scientific community and open science practices. The scientific merit of candidates whose scientific production reveals both autonomy and leadership will also be valued.

b) Professional Experience and Training: 20%

Participation in scientific projects relevant to the thematic area of the notice. Particularly, proven experience in designing and conducting research projects will be considered as an advantage. The previous experience demonstrated by the candidate and the potential to coordinate and actively integrate funded national and international scientific projects and scientific networks in the area in which the competition is open will be considered. Extension and dissemination activities of scientific knowledge, namely the organization of courses,

seminars and conferences, as well as participation in viva voice exams of master and doctorate and evaluation of scientific projects or programs.

c) Contributions to Education and Scientific Supervision Activities: 5%

Experience in advanced training, namely in supervising postgraduate students (masters, doctorates and post-doctorates), in the scientific area of the notice.

d) Participation in Management Bodies: 5%

Participation in management bodies and participation and performance in tasks assigned by management bodies of the institutions to which the candidates have been linked. Participation in the management body of doctoral programs and/or Master's courses.

e) Provision of Services to the Community: 5%

Performance of tasks for the economic and social valorization of knowledge, namely through management and provision of services to the community, registration and licensing of patents and other Intellectual property, promotion of startups and spinoffs, collaboration with external companies, participation in policy-making, science communication or citizen science projects, and participation in projects with the community or of social impact.

f) Scientific and Technological Development Plan: 30%

Career development plan, relating to the lines of research in the area and subarea for which the competition is open and which the candidate proposes to be dedicated complying with the following requirements:

- i) Identification of the objectives of the project to be developed, demonstrating what advances may result from the research in relation to the current state of the art in the area;
- ii) Structured and succinct description of the research strategies and methodologies that the candidate proposes to adopt to achieve the proposed objectives, of the main expected results and of the impact that these may have on the development of their career and on the community.

IX - Ordering and voting methodology

1. Once the candidates who have passed in absolute merit have been identified, the Selection Committee will proceed to rank them in relative merit.

2. Each member of the Selection Committee shall perform a curricular evaluation of the candidates by presenting a written opinion, to be later included in the minutes, in which they propose the ordering of the candidates based on the evaluation parameters indicated in this notice, scoring each candidate for each parameter on a numerical scale from 0 to 100 points.

3. The ordering of the Approved candidates is done by voting of the members of the Selection Committee, respecting the ordering adopted in the opinion referred to in number 2 of this section, in the following terms:

- a) The first vote is intended to determine the candidate to be placed in first place;

- b) In the voting referred to in the previous paragraph, if a candidate obtains more than half of the votes to be placed in first place, that candidate will be ranked in this position;
- c) If the situation referred to in the previous paragraph does not occur, a new vote is held, only among the candidates who obtained votes for 1st place, after removing the candidate least voted for that place in the previous vote;
- d) If there is more than one candidate to be withdrawn, due to an equal number of votes, with a minimum of one vote each, a vote is held only on these candidates to determine the candidate to be withdrawn from the next vote; in this voting, each member will vote, among the candidates with equal votes, for the candidate who occupies the lowest position in the ordering contained in his/her opinion;
- e) If there is a tie, the tiebreaker is done through the tiebreaker vote or casting vote of the president of the Selection Committee, under the terms of paragraph 3 of article 19 of the ECIC;
- f) Voting is repeated until it is determined, by the procedure described above, which candidate to rank first. If there are only two candidates left and each one of them gets half of the votes, the tiebreaker is done through the casting vote of the president of the Selection Committee;
- g) Once the candidate for first place is chosen, that candidate is removed from the voting and the whole process is repeated for second place and so on until an ordered list of all candidates is obtained.

4. ITQB NOVA reserves the right not to proceed with hiring, in the absence of candidate(s) with the appropriate profile.

X – Interview

1. The Selection Committee will deliberate at the first meeting on the need to carry out an interview with all the candidates.
2. The interview, which does not constitute a selection method and is not graded, aims to obtain clarification or explanation of elements contained in the candidates' *curricula*.

XI – Notifications and hearing of interested parties

1. There is a prior hearing, under the terms of the Code of Administrative Procedure, of candidates who have not been admitted or that have been refused on absolute merit.
2. The final ordering project is notified to candidates to comment, if they wish, for the purposes of a prior hearing.
3. All candidates are notified of the homologation of the Selection Committee's final deliberation.
4. Notifications are made by email.

5. The tender process can be consulted by the candidates, at the People and Projects Management Division of ITQB NOVA, under the terms indicated in the aforementioned notification.

XII – Composition of the Selection Committee

The members of the Selection Committee are:

President:

Doctor João Paulo Serejo Goulão Crespo, Dean of ITQB NOVA, by delegation of competences.

Vowels:

Doctor Enrique García-España Monsonis, Full Professor, Institute of Molecular Chemistry, Universitat de València

Doctor Gilles Guichard, Coordinating Researcher, Institut Européen de Chimie et Biologie, Université de Bordeaux

Doctor João Carlos dos Santos Silva e Pereira de Lima, Full Professor, *Faculdade de Ciências e Tecnologia, Universidade Nova de Lisboa*

Doctor Inês Cardoso Pereira, Full Professor, ITQB NOVA

Doctor Beatriz Royo Cantabrana, Principal Investigator, ITQB NOVA

XIII - Data protection

In accordance with the General Data Protection Regulation (GDPR), the data collected will be processed exclusively for the processing of the application.

And for the record, this notice is published in the *Diário da República*, at the EURAXESS Portal <https://euraxess.ec.europa.eu/>, in a national newspaper and in ITQB NOVA website <https://www.itqb.unl.pt/jobs>.

Oeiras, 14 January 2025

The ITQB NOVA Dean,
Professor João Paulo Serejo Goulão Crespo