



NOTICE OF OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR A JUNIOR RESEARCHER IN LIGHT OF THE CONTRACT-PROGRAM (CANDIDATURA EM REDE) CELEBRATED BETWEEN THE FACULTY OF PHARMACY OF THE UNIVERSITY OF LISBON AND FCT, I.P.

1. Under the Contract-Program (Candidatura em Rede) celebrated between the Faculty of Pharmacy of the University of Lisbon (FFUL) and the Foundation for Science and Technology (FCT), and the Procedure for Institutional Support (Articles 17, 19 and 28 of the Regulation on Scientific Employment), notice is hereby given of the opening of an international selection procedure for the position of Junior Researcher, for the exercise of scientific research activities in the scientific area of Pharmaceutical Chemistry and Therapeutics, under a contract of employment in public functions for a certain term, for a term of three years, to conduct academic work within the scope of the development of Bioinformatic and Chemoinformatic tools to store and analyse biological and biochemical data, including big data resulting from therapeutic approaches, by decision of the Scientific Council of the Faculty of Pharmacy (FFUL), at a meeting on February 22nd 2019, after confirming the existence of adequate and that the job posting is provided for in the Faculty's research staff map, and the selected candidate must carry out research duties at the Research Institute of Medicine (iMed.Ulisboa).

2. Applicable legislation:

- a) This call is opened under the Contract-Program (Candidatura em Rede) celebrated between the Faculty of Pharmacy of the University of Lisbon (FFUL) and the Foundation for Science and Technology (FCT), IP, on November 15th 2018 and in accordance with the provisions of n^o 4 of article 28 of Regulation no. 607-A / 2017 of November 22nd (REC);
- b) Decree-Law n. o 57/2016, of August 29th 2016, which establishes a system for the hiring of doctoral candidates designed to encourage employment in the fields of science and technology in all areas of knowledge (RJEC), in the wording conferred on it by Law n. o 57/2017, of July 19th, taking into account also the provisions of Regulatory Decree n. o 11-A/2017, of December 29th 2017;
- c) The general Law on Employment in Public Service (*Lei Geral do Trabalho em Funções Públicas* - LTFP), approved as an annex to Law n. o 35/2014, of June 20th 2014, and subsequent amendments.

3. In accordance with article 13 of the RJEC, the members of the examining board, as determined in the meeting of the Academic Board mentioned in clause 1, are as follows:

President: Matilde Luz dos Santos Duque da Fonseca e Castro, PhD, Full Professor and Dean of the Faculty of Pharmacy, University of Lisbon

Members:

- Luís Miguel Santos Loura, PhD, Associate Professor, Faculty of Pharmacy of the University of Coimbra;
- Sara Madeira, PhD, Associate Professor, Faculty of Sciences of the University of Lisbon;



- Rui Ferreira Alves Moreira, PhD, Full Professor, Faculty of Pharmacy of the University of Lisbon.

- Cláudio Manuel Simões Loureiro Nunes Soares, Ph.D., Associate Professor, Instituto de Tecnologia Química e Biológica, Nova University of Lisbon;

- Maria José Umbelino Ferreira, PhD, Associate Professor with Habilitation, Faculty of Pharmacy of the University of Lisbon.

4. The place of work is in the main building of the Faculty, in the Department of Pharmaceutical Chemistry and Therapeutics, and in the *Research Institute for Medicines (iMed.Ulisboa)* of the Faculty of Pharmacy of the University of Lisbon, Avenida Professor Gama Pinto, 1649-003 Lisboa.

5. The monthly remuneration to be awarded is as provided for in clause 1 of article 5 of Regulatory Decree n.º 11-A/2017, of December 29th 2017, corresponding to level 33 of the consolidated table of remuneration, as approved by Government Order n.º 1553-C/2008, of December 31st 2008, being 2,128.34 Euros, without prejudice to the provisions of clause 3 of article 5 of said Regulatory Decree.

6. The contract will remain in force for a period of 3 years and is automatically renewable for periods of one year, up to a maximum of 6 years, unless:

a) The Faculty's Academic Board proposes its cessation, based on an unfavourable opinion of the work undertaken by the researcher, in accordance with the rules in force in the Institute for evaluation of the probationary period of researchers covered by the Academic Careers Statute, as duly amended. The cessation shall be notified to the interested party up to 90 days before the term of the initial contract or of the current renewal;

b) Any of the termination clauses in accordance with article n.º 289 of the LTFP are applicable;

c) The public employer or the employee communicates, in writing, up to 30 days before the term of the contract or of the current renewal, their desire to not renew it, with the ensuing expiration of the fixed-term work contract entered into as a result of this Notice.

7. Portuguese, foreign and stateless persons who hold a doctoral degree in a branch of knowledge or speciality which covers the field of Therapeutic and Pharmaceutical Chemistry, with special emphasis in the domain of Bioinformatics and Chemoinformatics in the fields of Pharmaceutical and Health Sciences, may submit applications through this selection procedure, as may those who have been granted recognition of the degree of Doctor under the terms of Decree-Law n.º 66/2018, of 16th of August, and have an academic and professional *Curriculum Vitae* which demonstrates competences matching the research work to be undertaken.

Under the terms of Decree-Law n.º 66/2018, of 16th of August, the recognition of the degree of Doctor shall be obtained by the end of the time limit for the celebration of the work contract, when the selected candidate has obtained his/her degree abroad.

8. Formal procedure for applications:



8.1. Applications shall be submitted using the application form available on the webpage of the Faculty of Pharmacy of the University of Lisbon (<http://www.ff.ul.pt/faculdade/documentos-legais/concursos/emprego-cientifico-institucional/>), addressed to the Dean, making reference to this Notice, providing full name, number and date of issue or expiry of the identification document, citizen's card, or civil identification number, fiscal number, date and place of birth, profession, address, e-mail address and telephone number.

8.2. The application should be accompanied by the documentation proving compliance with the conditions set out in point 7 for eligibility for this selection procedure, namely:

- a) Copy of certificate or diploma;
- b) Doctoral thesis or equivalent document(s) which gave rise to the award of this academic degree;
- c) Detailed *Curriculum Vitae*, organized in accordance with the items set out in points 12 and 14, highlighting, in the form of attached copies, the research work the candidate considers to be most relevant for each of the items in points 12 and 14;
- d) Research proposal focusing on the development of Bioinformatic and Chemoinformatic tools to store and analyse biological and biochemical data, including big data resulting from therapeutic approaches;
- e) Other documentation that the candidate considers relevant, as long as it is provided grounds for the relevance of such documents to the analysis of the application.

8.3. Candidates are required to submit the documentation mentioned in points 8.1 and 8.2, in PDF format, to the e-mail address geral@ff.ulisboa.pt. The application must be sent up to the final day of the time limit for the start of the selection procedure, which is set at 30 working days after the publication of this Notice in the *Diário da República* (Portuguese Government Gazette), in the Public Employment Exchange and in the websites of the Institution and of the FCT, I.P., in Portuguese and English language. Any candidate may, by reason of technical difficulty or impossibility of sending any of the documents mentioned in points 8.1 and 8.2 by e-mail, deliver them in physical form, within the time-limit mentioned above, by registered postal mail with notification of receipt, to the postal address of the Faculdade de Farmácia da Universidade Lisboa, Avenida Professor Gama Pinto, 1649-003 Lisboa, or by hand to the same address. If the candidate's reasons for submitting documents in physical form are not accepted, the President of the Selection Board shall grant the candidate an additional period of 5 working days to submit them in digital form as well.

8.4. Applications and documentation may be submitted in English or Portuguese language, albeit the President of the Selection Board may demand, if a member of that board does not know Portuguese, that the candidate proceed to obtain and submit, within a reasonable period of time, a translation into English of any document previously submitted by the candidate in Portuguese.

9. By decision of the Dean of the Faculty, candidates shall not be admitted to the selection procedure if they have not complied with the provisions of point 7. Candidates who do not use the application form, or who do not submit all the documentation mentioned in paragraphs a) to d) of point 8.2, or whose documentation is illegible, incorrectly filled in, or invalid, will be automatically ruled out. The selection board is also entitled, in case of doubt and in order to

confirm eligibility for the selection procedure, to request documentary proof of statements made by any candidate.

10. Approval on absolute merit:

10.1. The selection board will decide to approve or reject applications based on absolute merit, justified by a roll call vote and not admitting any abstentions.

10.2. Candidates whose applications who have obtained the favourable vote of over half the voting members of the board shall be considered to have been approved on absolute merit.

10.3. Candidates will be approved on absolute merit who have an academic trajectory which is relevant to the academic field to which this selection procedure refers, taking into account compliance with the additional weighting criteria set out in point 14.3.

10.4. A vote against approval on absolute merit may further be based on non-compliance with the following conditions: the Research Proposal drawn up by the candidate is clearly not adequate and is not appropriately positioned in the academic field(s) in question, suffers from serious inaccuracies or is not supported by the candidate's previous work.

11. Under the terms of article 5 of the RJEC, selection will be carried out by evaluation of candidates' academic and curricular careers.

12. Evaluation of candidates' academic and curricular careers is based on the relevance, quality and topicality of:

- a) Research and technological productivity in the last five years which the candidate considers most relevant;
- b) Relevance and quality of the research proposal submitted and its potential impact for the development of the scientific field.

13. The board may increase the five-year period set out in the previous clause, at the candidate's request, when this is justified and proof is provided in documentary form that research activity was suspended for reasons connected with social protection, in particular for parental leave, prolonged serious illness and other situations legally justifying non-attendance for work.

14. The criteria for evaluation are those set out in this clause, with the additional criterion set out in point 14.3, and paying particular attention to the candidate's *Curriculum Vitae* and contributions the candidate regards as being of the greatest relevance over the last five years:

14.1. Quality of scientific and technological productivity which the candidate deems to be most relevant, and relevant to the research project to be undertaken, which has been given a weighting factor of 80%, taking the following into account:

i) Academic publications: a parameter which includes books, book chapters, and articles in academic journals and in proceedings of international conferences authored or co-authored by the candidate, taking into account:

- Their nature;
- Their impact;
- Scientific/technological level and innovation;

- Diversity and multi-disciplinarity;
- International collaboration;
- The importance of the candidate's contributions for the current state of knowledge;
- The importance of the projects which the candidate has chosen as being the most representative, in particular as far as their contribution to the development and progress of the academic field for which this selection procedure has been launched is concerned.

ii) Coordination and participation in research projects: a parameter which includes candidate's participation in and organization of research projects, subject to competitive selection procedures,

iii) Recognition by the international research community: a parameter which takes into account:

- Awards from research bodies;
- Editing work in academic journals;
- Membership of editorial boards of academic journals;
- Organization of and participation in committees preparing research programmes and events;
- Guest lectures at academic conferences and in other institutions;
- Membership of research societies with competitive membership criteria and similar distinctions.

iv) Monitoring and supervision of students, interns and research grant holders: a parameter which takes into account supervision of doctoral, master's degree and undergraduate students, interns and research grant holders, taking into account the number, quality, scientific and technological scope and impact of the resulting publications, dissertations, theses, and final coursework, and highlighting award-winning and internationally recognized research work.

v) Knowledge transfer and integration in national and international research networks, with proven ability to develop collaboration with the pharmaceutical industry.

14.2. A research project, which has been given a weighting factor of 20%, taking into account its relevance and quality of the research proposal to the area of development of bioinformatic and chemoinformatic tools to store and analyse biological and biochemical data, including big data resulting from therapeutic approaches (Maximum of 10 pages A4, Times New Roman font, size 12, 1 space).

14.3. In connection with the weighting of the evaluation criteria outlined in points 14.1 to 14.2, each examiner may take into consideration the following additional parameter: contribution of the submitted research proposal to the strategic programme iMed.Ulisboa.

15. The examiners may decide to select up to 3 candidates approved on absolute merit who will be summoned to a session in which they will be required to make a presentation of the results of their research, as a result of which the examiners shall encourage an open debate on their content and innovatory nature. These presentations are not a method of selection and will not count towards the marks obtained by each candidate. Their purpose is merely to obtain clarification and explanations of information contained in candidates' curricula vitae.

16. Whenever the examiners deem it necessary, they may ask a candidate, to back up statements made, to submit additional documentation relevant to the assessment and marking of their application.

17. Classification (marking) of candidates:

17.1. Each examiner shall award a mark to each candidate for each evaluation criterion, on a scale of 0 to 100 points, and will proceed to rank candidates in accordance with the final marks obtained by adding up all the individual marks obtained for each evaluation criterion, and taking into account the weighting for each parameter.

17.2. The examining board shall reach its decisions on the basis of an absolute majority. No abstentions are permitted.

17.3. The final position of each candidate is that which matches his or her ranking resulting from application of the method mentioned in point 17.2.

18. Minutes of the meetings of the examining board shall be drawn up, containing a summary of proceedings, as well as the number of votes awarded by each examiner and the grounds for those votes. These minutes will be made available to candidates on request.

19. The final deliberation of the examining board shall be approved by the Rector, it being the responsibility of the Dean of the Faculty to sign the respective contract.

20. False statements made by any candidate will be punishable in terms of the law.

21. The list of candidates accepted and those rejected, as well as the final ranking of all candidates, will be posted at the Faculty's premises, at the address above mentioned, and put up on the Faculty's webpage, candidates being notified by e-mail with notification of receipt, without prejudice to the provision of articles 110 to 114 of the Administrative Procedure Code (*Código do Procedimento Administrativo*).

22. Preliminary audition and time limit for the Final Decision: once notified, candidates will be asked to respond within 10 working days. The final decisions of the examining board will be taken within 90 days of the time limit for submission of applications.

23. The present selection procedure is aimed solely at filling the position indicated in this Notice, and may be cancelled up to the moment when the list showing the final ranking of the candidates is approved. It will cease when the employment position has been filled.

24. Policy of non-discrimination and equal access: the Faculty of Pharmacy of the University of Lisbon actively pursues a policy of non-discrimination and equal access, which means that no candidate may be given special privileges, be benefitted or prejudiced in any way, or deprived of any right by reason of ancestry, age, sex, sexual orientation, marital or family status, financial circumstances, educational attainment level, origin or social class, genetic inheritance, reduced ability to work, handicap, chronic illness, nationality, ethnic or racial origin, land of origin, language, religion, political or ideological convictions or union membership.



25. Under the terms of Decree-Law n. º 29/2001, of February 3rd 2001, handicapped candidates take preference when scores are equal, and such preference prevails over any other legal right of preference. Candidates should state on the application form, on their word of honour, the extent to which they suffer from a handicap, its type and the means of communication or expression to be used in the selection process, in accordance with the terms of the above-mentioned legislation.