1. A Postdoc Researcher position (Reference BIOPOLIS 2021-20) is available at CIBIO-InBIO, through BIOPOLIS, funded by the project “The Genetic, Cellular, and Photonic Mechanisms of Avian Structural Colouration (reference 101000504)”, in the context of a European Research Council Consolidator Grant and supported by European funds. This project seeks to decipher the genetic and cellular basis of structural colours in birds. The project uses an innovative approach that merges techniques and expertise in the fields of genetics and genomics, cell and molecular biology, and photonics. The successful candidate will work collaboratively with members of the Evolutionary Genetics and Genomic group (EVOLGEN) at CIBIO and directly with the group leader Miguel Carneiro (https://scholar.google.pt/citations?user=onCfzJ4AAAAJ&hl=pt-PT). Questions can be directed to Miguel Carneiro (miguel.carneiro@cibio.up.pt). The successful candidate will carry out research activities under a work contract for a non fixed term.

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 formed by: Miguel Carneiro (Principal Investigator Chair of the panel), Pedro Andrade (Vowel) and Rui Faria (Vowel).

4. The work will be primarily conducted at Associação BIOPOLIS/CIBIO – Research Center in Biodiversity and Genetic Resources, in Campus de Vairão, Rua Padre Armando Quintas nº7, Vairão, Portugal. Visits to other collaborating labs in Europe and the USA may take place.

5. The monthly remuneration to be attributed is according to the category of Assistant Researcher of the scientific research career, according to Annex I of Decree-Law no. 124/99, of April 20 -- index 195 (i.e. 3 201,40 Euros before tax).

6. Application can be submitted by any national, foreign and stateless candidate(s) holding a doctorate degree in biology, genetics, bioinformatics, or related areas and a scientific and professional curriculum whose profile is suited for the activity described below (item 7).

   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 general requirements are those defined in the previous point 6, and additional specific requirements are:
   - Strong experience in the analysis of genomic datasets: preference will be given to candidates that have experience with analysis of whole-genome sequencing, RNA-sequencing, single cell omics, among other functional genomic tools
   - An interest and prior experience in evolutionary biology and related areas
   - Excellent verbal and written communication skills in English;
   - Good communication and teamwork skills
   - Prior experience in animal coloration and phenotype-genotype studies will be valued, although not required.
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 or technological production in the last five years, considered most relevant by the candidate;
b) of research activities, fundamental or applied science, developed in the last five years, considered of higher impact 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 – 25%
II. diversity and quality of scientific indicators, including relevant published peer-reviewed articles and abstracts in the specific areas of announce (see point 1) - 25%
III. motivation letter and interest for the project – 25%

11.2 Relevant experience, proved in CV, in:
I. experience with genomic analyses – 25%

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.

The jury may not award the position if the profile of the candidates does not meet the requirements of the project.

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 http://www.cibio.pt. The following documents are required in a digital form (PDF format):

i) Curriculum vitae (including a publication list, description of past experience, and other relevant information in the context of the project research goals);
ii) Motivation Letter (including a brief description of research experience and why you are suitable for the announced position);
iii) Qualifications Certificate;
iv) Other relevant documentation

11.2. The application period is from 03/12/2021 to 05/01/2022.

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 notified by email.

22. Preliminary Hearing and Final Decision Deadline: After notification, 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 05/11/2021.

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 honor, 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.