

**NOTICE**

1. By order of the President of the Board of Directors of the Gaspar Frutuoso Foundation of 16/05/2019, by delegation of competences, it was authorized the international selection call for 1 (one) doctoral post for the exercise of scientific research activities in the field of Biology, under an uncertain term contract under the Labor Code, to exercise research functions, within the scope of the Research Project AÇORES-01-0145-FEDER- 00073 - AGRO-ECOSERVICES, "Assessing ecosystem services and disservices provided by arthropod species in Azorean agroecosystems", 85% financed by the ERDF and 15% by ORAA, approved by the Management Authority of the Operational Program AÇORES 2020 (Regional Directorate for Planning and Structural Funds).
2. Applicable legislation: Under Decree No. 57/2016, of August 29, amended by Law 57/2017, of July 19, approving a system of contracting doctorates to stimulate scientific and technological employment in all areas of knowledge (RJEC), and Labor Code, approved by Law no. 7/2009, of February 12, in its current version.
3. The jury of the contest has the following composition: President of the Jury Dr. Paulo Alexandre Vieira Borges, Assistant Professor with Aggregation, Researcher responsible for the project; Effective members: Dr. David Horta Lopes, Assistant Professor with Aggregation and member of the project team, who will replace the President in her absences and impediments and Dr. Paulo Monjardino, Assistant Professor, member of the project team; Deputy members: Dr. António Onofre Soares, member of the project team and Dr. Artur Gil, member of the project team.
4. Place of work: GBA-cE3c (Azorean Biodiversity Group – Center for Ecology, Evolution and Environmental Changes), located at Campus Universitário de Angra do Heroísmo, 9700-042 Angra do Heroísmo, Terceira, Azores, Portugal.
5. The monthly remuneration to be attributed is that provided for in item a) of paragraph 1 of article 15 of the RJEC, corresponding to level 33 of the single remuneration table,

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approved by Administrative Rule no. 1553-C / 2008, December 31, being of 2.128,34 Euros illiquid;

6. Applicants may be national, foreign, and stateless candidates who are holders of a doctoral degree in areas related to Biology, Agroecology and Entomology and holders of a curriculum vitae scientific and professional that reveals an adequate profile to the activity to be developed. If the doctorate has been awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 66/2018, of August 16.

7. General requirements for admission to call are:

- Doctoral degree in areas related to Biology, Agroecology and Entomology.
- A good list of publications in the area of Ecosystem Services using sentinel prey.
- Experience in the topic of sustainable agriculture, in particular integrated pest management (IPM) strategies, and ecosystem service monitoring.
- Field research experience in several European habitats, and preferably on other continent/s, with special reference to Mediterranean-type cultivated ecosystems.
- Excelentes conhecimentos de Inglês (oral e escrito).

8. The selection of the doctoral candidate to be hired will be carried out by the evaluation of the scientific and curricular trajectory of the candidates. This evaluation will focus on the relevance, quality and timeliness of: a) the scientific and technological production of the last five years considered more relevant by the candidate and associated with the thematic area of the call; b) the research activities carried out in the last five years considered as having the greatest impact by the candidate and associated with the thematic area of the call; c) involvement in activities of extension and dissemination of knowledge, promoting the practice and scientific culture, considered of greater importance by the candidate and related to the position now in call; d) the activities of management of programs and projects of science, technology and innovation.

The period of five years referred above may be increased by the jury, at the request of the candidate, when justified by 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.

9. The position is described in detail in the following paragraphs:

This position is directed to the execution of research activities in the framework of the project AGRO-ECOSERVICES, "Assessing ecosystem services and disservices provided by arthropod species in Azorean agroecosystems", coordinated by Paulo A. V. Borges. We plan to set the investigations in Azorean agro-ecosystems (pastures, maize fields, vineyards, citrus orchards), which greatly depend economically on Ecosystem Services (ES). Understanding and managing the biodiversity dynamics of island agro-ecosystems for improving ecosystem functioning and the delivery of ES is a key challenge that needs attention. We aim to: i) assess the major ecosystem services (ES) and ecosystem disservices (ED) provided by selected groups of native and exotic arthropods (pollinators and predatory spiders, true-bugs and beetles and also main insect pests) living in cultivated habitats (pastures, maize fields, vineyards, citrus orchards), and in selected natural ecosystem sites which will serve as reference monitoring locations; ii) study the interrelationships between arthropod biodiversity (pollinators and predatory spiders, true-bugs and beetles and main insect pests), functionality and ES/ED across the selected Azorean agroecosystems; iii) implement ecological manipulative studies to enhance ES and possibly minimize ED in the selected Azorean agroecosystems; and iv) following EU Biodiversity Strategy to 2020 (which foresees in Target 2, Action 5), map and assess the state of ecosystems and their services on the Azores, accounting and reporting systems at EU and national level by 2020. The methodologies that will be implemented during the project development will include fieldwork ecological sampling of arthropod biodiversity (pollinators and predatory spiders, true-bugs and beetles and main insect pests), but also cutting edge ES/ED monitoring tools and advanced manipulative studies to enhance ES and possibly minimize ED in the selected Azorean agroecosystems. We will base the project development in Terceira Island where the Azorean Biodiversity Group is based for logistic and scientific support reasons, but results will be easily extrapolated to the whole Azorean archipelago. The comparability, similarities and replication possibilities of Azorean islands provide valuable opportunities to test and develop theories of biotic system assembly and function, with a special focus on island community ecology, biogeography, macroecology, agro-ecology and sustainable resource management. This project will advance the research on island ES and ED and deliver guidelines for the management of exotic species on agricultural systems. In response to the challenges for island biology research, this project will: i) provide quantitative data about the intensity of several ES/ED under natural conditions on Azorean islands, and ii) in its agro-ecosystems. Moreover, iii) new knowledge on the effect of native and non-native biodiversity on

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ecological processes that can be beneficial (ES) and/or detrimental (ED) to humans will be produced.

10. Selection methods and curricular evaluation criteria:

The evaluation of the candidates will be made based on the integrated evaluation of the scientific and curricular trajectory of the candidate (**CE** with a weight of 90%) and with the accomplishment of an interview (**PE** with a weight of 10%).

10.1 The first component of evaluation will be made based on the CV of the candidate taking into account the following items:

- scientific production in journals with an impact factor – 50% of CE;
- participation in R & D projects, with an appreciation of the% of time allocated to each of them, duly proven – 15% of CE;
- professional experience (35% of CE), considering the execution of activities inherent to the job and their degree of complexity, duly proven. The classification of this parameter is the result of the sum of the points obtained in the following paragraphs:

- (a) experience in predator behaviour and prey defences in invertebrates– 20 points;
- (b) capacity to plan the sampling to be carried out within the scope of the project and to elaborate the experimental design appropriate to each task envisaged in the project. These activities require skills and experience in planning and development of biological sampling directed to the study of arthropods in agroecosystems– 20 points;
- (c) capacity to implement the experimental designs defined by the project team, in the evaluation of Ecosystem services (ESs), methods to quantify ESs, and relationship between ESs and biodiversity– 20 points;
- (d) Experience in the topic of sustainable agriculture, in particular integrated pest managements (IPM) strategies– 20 points;
- (e) Collaborate in the planning and preparation of project reports and other means of dissemination; preferably with experience in scientific dissemination. – 20 points.

Candidates who have obtained an assessment of less than 50% in the **CE** will not be included in the procedure and will not be invited to the professional interview.

10.2 - The second component of evaluation is the interview and has a weight of 10%.

11. The final classification system for candidates is expressed on a scale of 0 to 100.

12. The jury shall deliberate by means of a roll-call vote based on the selection criteria adopted and published. Abstention is not allowed.

13. Minutes of the jury meetings are drawn up, containing a summary of what has taken place, as well as the votes cast by each of the members and their reasons, and will be available to candidates whenever requested.

14. After completing the application of the selection criteria, the jury will draw up an ordered list of successful candidates with their classification.

15. The final decision of the jury is approved by the maximum leader of the institution that also has to decide on the hiring.

16. Application formalization:

16.1 - Applications are formalized by means of an application addressed to the President of the Jury, which should include the internal ref (BEP-A), full name, affiliation, number and date of identity card or Citizen's Card or civil identification number, fiscal identification number, date and place of birth, marital status, occupation, address and contact address, including e-mail address and telephone contact.

16.2 - The application shall be accompanied by documents proving the conditions set out in points 6 and 7 for admission to this call, namely: a) copy of certificate or diploma; b) PDF copy of the doctoral thesis and publications; c) detailed *curriculum vitae*, structured in accordance with items 7 and 8; d) other documents relevant for the evaluation of the qualification in related scientific area; e) brief description of the most relevant scientific activities of the last 5 years (max. 1 page), according to point 10.1 (a-e) of this edict.

16.3 - The candidates present their applications and supporting documents, by registered letter addressed to the President of the Jury for the address: Universidade dos Açores, Faculdade de Ciências Agrárias e do Ambiente, Rua Capitão João d'Ávila, sn. Pico da Urze, 9700-042 Angra do Heroísmo, Açores, Portugal, issued until the last day of the call, which shall be 20th May to 3<sup>rd</sup> July 2019.

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17. Candidates who formalize their application incorrectly or who do not prove the requirements of this call are excluded from admission to the call. The jury has the power to require any candidate, in case of doubt, to present documents proving their statements.

18. Candidates who do not obtain a final mark equal to or greater than 60% will not be admitted to the call because of lack of absolute merit.

19. The false statements made by the candidates will be punished according to the law.

20. The list of admitted and excluded candidates as well as the final classification list are publicized at the Gaspar Frutuoso Foundation, with the selected candidate notified by email with delivery receipt of the notification.

21. Preliminary Hearing and deadline for Final Decision: After publication of the results, the candidates have 10 working days to pronounce. The final decisions of the jury, to be posted at the Fundação Gaspar Frutuoso, FP, will be delivered within 5 working days of the deadline for submitting complaints. Within a period of no more than 90 working days, starting from the deadline for submission of applications, the final decisions of the jury are announced.

22. The present call is exclusively destined to fill the vacancy indicated. It can be stopped until the homologation of the list of final ordering of the candidates and will expire with the respective occupation of the job on offer.

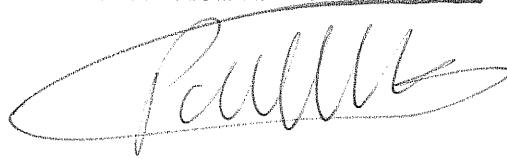
23. Non-discrimination and equal access policy: The Azorean Biodiversity Group, the University of the Azores and the Gaspar Frutuoso Foundation actively promote a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, impaired or deprived of any right or exempt from any duty due to, *inter alia*, ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.

24. Under the terms of D.L. No. 29/2001, of February 3, the disabled candidate has a preference in equal classification, which prevails over any other legal preference. Applicants must declare on the application form, under their honorary commitment, the respective degree of disability, the type of disability and the means of communication / expression to be used in the selection process, in accordance with the above-mentioned diploma.

25. Under RU 2016/679 04/27/2016 and of Law nº 67/98 26/10 the personal data collected by the entity are only for recruitment. The personal data collected by the entity by means of this application is intended to assess whether candidates are suitable for the place requested and for the preliminary calculation of the remuneration, bonuses and perks of the candidates who are admitted to the recruitment. The data entered in the application are essential data in the weighting of the selection of candidates, which may affect the efficiency and the result of the respective application if the candidates do not provide them. The personal data of unsuitable candidates will be retained by the entity for a period of five years for subsequent recruitment. Applications for candidates may be transferred by the entity to its own premises or to the consortium entities, where there are job openings during the abovementioned period. Applicants shall enjoy, in accordance with the law, the rights of access and rectification. For the exercise of the right of access, they must submit a written request to the head of the entity.

Angra do Heroísmo, 16 May 2019

THE PRESIDENT OF JURY



(Paulo A. V. Borges)