



INSTITUTO DE HIGIENE E
MEDICINA TROPICAL
DESDE 1902

NOVA University of Lisbon

Institute of Hygiene and Tropical Medicine

Opening of an international open tender procedure for the recruitment of 1 Assistant Researcher for the scientific research career, on a private law basis, in the disciplinary area of Biomedical Sciences

Professor Filomeno Fortes, Director of the Institute of Hygiene and Tropical Medicine of NOVA University Lisbon, under the powers delegated by Order No. 181/2023, published in Diário da República, 2nd series, No. 3, of January 4, makes it known that, by order of December 30th, 2024 of the Rector of NOVA University Lisbon, Professor João Sàágua, is open for a period of 15 working days from the day immediately following the publication of the Notice in the Diário da República, an international documentary tender procedure based on qualifications, with internal reference **CT-ID/03-2025**, for the recruitment of an Assistant Researcher, in the disciplinary area of Biomedical Sciences with emphasis on Genomic Surveillance and Phylodynamics, under the terms of an open-ended individual employment contract, 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 Nova University Lisbon, 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 tender procedure is open within the scope of the FCT TENURE program – 1st edition, within the scope of the strategic objectives of the Global Health and Tropical Medicine (GHTM) Research Unit, of which the researcher will become an integrated member; and the additional funding program “Aliança” to support the hiring of PhDs by the Portuguese Government (OE 2024) to stimulate the hiring of researchers.

This recruitment is subjected to the signature of the FCT TENURE program contract – 1st edition. This tender procedure is exclusively intended to fill vacancies resulting from the results of the tender procedure for positions in the GHTM Research Unit following the application submitted by NOVA University Lisbon. It may be terminated until the final ranking list of candidates is approved and will expire with the respective occupation of the positions on offer. If no candidate demonstrates the profile indicated for the functions described in this notice, the Jury reserves the right not to award the position to the tender procedure.

In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, NOVA University of Lisbon, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously providing 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



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or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

I - Workplace

The workplace will be at the facilities of the Institute of Hygiene and Tropical Medicine of the NOVA University of Lisbon, located at Rua da Junqueira no. 100, in the city of Lisbon.

The worker will carry out all travel, in Portugal or abroad, inherent to his/her duties or necessary for the exercise of his/her activity.

II - Main functions and activities

The selected candidate will perform the functions of Assistant Researcher at the Institute of Hygiene and Tropical Medicine (IHMT) and will carry out research and development activities and all other scientific and technical activities within the scope of the Global Health and Tropical Medicine (GHTM) Research Unit and the missions of NOVA University Lisbon and also:

- a) Participate in the design, development, and execution of research and development projects in the area of Biomedical Sciences and in related scientific and technical activities;
- b) Guide the work carried out within the scope of the projects under his/her responsibility in the area of Biomedical Sciences, namely medical microbiology and infectious diseases, genomic surveillance, molecular epidemiology, phylodynamics and phylogenetics;
- c) Collaborate in the development of training actions within the scope of research and development methodology in the areas of Genomic and Phylodynamic Surveillance of Infectious Diseases;
- d) Monitor the research work carried out by scholarship holders, research interns, and research assistants and participate in their training;
- e) Guide and participate in the institution's training programs with a workload of up to 4 hours per week.

III - Remuneration position and exclusivity

1. The monthly remuneration corresponds to that of the category of Assistant Researcher, on an full dedication basis, Position 1 and level 54-A, in accordance with Annexes I and II to the RCI-UNL, applying the salary updates of the Public Administration.
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.



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IV - Contracting modality

The recruitment of the Assistant Researcher, in the form of an individual open-ended contract 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 - Candidate admission requirements

1. Under the terms of the Scientific Research Career Statute, approved by Decree-Law No. 124/99, of April 20 (ECIC), in its current wording, the general requirement is to hold a doctoral degree (PhD) in Biomedical Sciences, Biological Sciences, Health Sciences, Medicine, Microbiology, Genetics, Computational Biology, or in a related area within the scope of the scientific area of the tender procedure and possession of a relevant scientific curriculum in that area.
2. If the doctoral degree was awarded by a foreign higher education institution, recognition in Portugal is mandatory, under the terms provided for in the applicable legislation. This recognition must be completed by the deadline for applications to the tender procedure.
3. Candidates must have language skills at level C1 of the Common European Framework of Reference for Languages (CEFR) in Portuguese and English.
4. Candidates must hold a scientific and professional curriculum that demonstrates a profile suited to the activity to be developed, including experience in microbiology, mastery of bioinformatics tools in evolutionary studies, and experience in genomic surveillance of infectious diseases. Demonstration of publications in high-impact scientific journals, experience in international cooperation and training/supervision at different levels, including undergraduate, master's, and/or doctoral students, contribution to obtaining funding from national and/or international sources, and experience in training, capacity building and/or research related to Portuguese-speaking African countries (PALOP).
5. Candidates for this recruitment procedure must submit their application with the documents described in this Notice. Failure to submit any of the documents within the deadline and in accordance with the terms of this Notice will result in the non-admission of the application, prior to the deliberation on absolute merit.

VI - Formalization of applications

1. The application form is available at <https://www.ihmt.unl.pt/category/bolsas-e-concursos/concursos-docentes-e-investigadores/> and in the portal EURAXESS.
2. The application process must be accompanied by documentation in Portuguese or English. The *Curriculum vitae* must be submitted in English.
3. The submitted application by email must contain the following documents:
 - a) Certificate proving a Doctor's degree (PhD) in Biomedical Sciences, Biological Sciences, Health Sciences, Medicine, Microbiology, Genetics, Computational Biology, or in a related area, with recognition in Portugal in the case of a degree awarded by a foreign institution;
 - b) *Curriculum vitae* of the candidate, written in English, which must include:



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- i) The identifications "ORCID" and "Scopus Author ID" and, optionally, "Google Scholar ID" and "Researcher ID".
 - ii) Description of research and development activities and all other activities considered relevant to this tender procedure, by the terms of this announcement.
 - iii) Mention of three selected publications by the candidate (scientific articles, books, or book chapters) with (co-)authorship, which he/she considers most representative of its contribution in the disciplinary area of Biomedical Sciences, especially in the subarea of Genomic and Phylodynamic Surveillance of Infectious Diseases.
 - iv) Research project to be developed by the candidate over the next three years, in the disciplinary area of Biomedical Sciences and in the subarea of Genomic and Phylodynamic Surveillance of Infectious Diseases, and aligned with the mission of the IHMT and, in particular, the objectives and research areas of the Global Health and Tropical Medicine (GHTM) Research Unit.
- c) Declaration, under oath, that, if the jury chooses to request any other scientific documentation mentioned in the candidate's Curriculum vitae, it will be delivered within 10 working days;
- d) Declaration, under oath, that if selected in the tender procedure, he/she is qualified to communicate and teach in Portuguese and English at level C1 of the Common European Framework of Reference for Languages (CEFR);
- e) Other documents that the candidate considers relevant for the analysis of his/her application.
4. The documents proving the general requirements for recruitment in private functions may be replaced by a declaration provided on the form available on the IHMT NOVA website at <https://www.ihmt.unl.pt/category/bolsas-e-concursos/concursos-docentes-e-investigadores/>.

VII - Submission of the application

1. The application process, as well as all supporting documents, must be submitted by the 15th working day from the day following the publication of this Notice in the Diário da República.
2. Candidates must submit their application documents, in PDF format, to the following email address drh@ihmt.unl.pt. The subject of the email must indicate the reference of the Notice.

VIII – Interview

1. The Jury will deliberate, at the first meeting, on the need to interview all candidates.
2. The interview, which does not constitute a selection method and is not classified, aims to obtain clarifications on elements contained in the candidates' CVs.

IX - Requirements for Approval on absolute merit



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1. After accepting the applications, the jury will deliberate on the approval of the absolute merit of the candidates, expressed in the formulas Rejected or Approved.
2. Decisions are taken by reasoned nominal vote, by an absolute majority of the votes of the jury members present, with no abstentions permitted.
3. Approval on absolute merit will depend on the cumulative observance of the requirements described in paragraphs a), b), and c), plus compliance with at least five of the following seven requirements, described in paragraphs d), e), f), g), h), i) and j):
 - a) Have at least 10 internationally indexed publications, with content compatible with the disciplinary area of the tender procedure, Biomedical Sciences, in journals from the first two quartiles (Q1 and Q2), using “Journal Citation Reports” or “Scopus” as a reference, and/or books or book chapters published by national or international publishers, being the first, last or corresponding author in at least three of them;
 - b) Have participated and/or assumed (co)coordination, or have been responsible for the participation of the institution to which he/she belonged, formally, in at least one (1) research project with competitive funding;
 - c) Have been part of the supervision team of at least one completed Doctoral thesis or Master's or Integrated Master's dissertation, and two in progress, in areas compatible with the disciplinary area of the tender procedure;
 - d) Have at least one hundred and fifty (150) citations documented in the “Scopus” or “Web of Science” database;
 - e) Have participated in university extension tasks, scientific dissemination, innovation, impact, value creation, and knowledge enhancement;
 - f) Have participated as a speaker in lectures or seminars, nationally or internationally;
 - g) Have recognition of the quality of scientific activity through prizes or distinctions awarded by national or international reference organizations;
 - h) Have proven experience in training, research, or development support involving institutions and/or human resources with Portuguese-Speaking African Countries (PALOP);
 - i) Have participated in teaching one (1) curricular unit of a degree-granting course in the last five years, in the disciplinary area of the tender procedure, Biomedical Sciences, or in related areas;
 - j) Have participated, for at least one year or equivalent, in at least one (1) academic and university management body.
4. Failure to comply with any of the requirements referred to in points “a)”, “b)” and “c)” and at least five of the requirements described in points “d)” to “j)” will result in the exclusion of the application – rejected.

X - Selection and evaluation method



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1. In this tender procedure, once the candidates approved on absolute merit have been identified, they will be assessed and ranked on relative merit. The candidates' aptitude and performance will be assessed on the various parameters in accordance with article 16 of the Scientific Research Career Statute, approved by Decree-Law no. 124/99 of 20 April (ECIC). The evaluation consists of an assessment of the Curriculum vitae, taking into account and weighing the quality of the candidates' work, in accordance with article 16 of the ECIC, in the areas of research, innovation and extension, teaching, institutional management and others.

2. In the curricular evaluation of candidates in each of the parameters described below, the scientific area in which the tender procedure is open must be taken into account and emphasis and value will be given to:

- a) performance assessment in previous functions, whenever applicable;
- b) to the work and activities carried out in the area of the tender procedure, in the five years prior to the date of its opening, in particular as first, last, or corresponding author;
- c) experience in the area of national/international scientific and academic cooperation, with emphasis on PALOP countries;
- d) experience of research work in:
 - i) collection of genomic and epidemiological data;
 - ii) laboratory work using next-generation sequencing (Nanopore)
 - iii) analysis of next-generation sequencing data
 - iv) programming using R and Python
 - v) analysis of the genetic diversity of pathogens, namely viruses and bacteria
 - vi) database management using SQL
 - vii) phylogenetic and phylodynamic analysis
 - viii) statistical analysis of genomic data
 - ix) metagenomic/metaviromic analysis of environmental sources

3. In the Curricular Assessment (CA), the items to be considered and their respective weighing factors are the following:

3.1. Scientific research (INV), weighing 50%, comprising the following items:

- a) Capacity for insertion in national and international financing systems expressed in financed projects that candidates demonstrably (co)coordinated or participated in;
- b) Capacity for insertion in national and international financing systems expressed in financed projects in which candidates are responsible for the participation of the institution to which they belong or belonged;
- c) Scientific production with particular emphasis on the authorship and co-authorship of:
 - i) Articles published in indexed journals;



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- ii) Scientific books or chapters of books;
 - iii) Communications at international and national conferences;
 - iv) Other scientific dissemination and extension activities.
- d) Mention of three publications selected by the candidate (scientific articles, books, or book chapters) with his/her (co-)authorship, which he/she considers most representative of his/her contribution in the areas referred to in point VI, paragraph 3b). For each work, a brief justification for its selection must be presented, highlighting its contribution to the scientific area of the tender procedure and the degree of participation of the candidate in the publication, not exceeding 1,000 words in total for the three publications, excluding references.
- e) Capacity for (co)supervision of postgraduate and undergraduate work expressed in supervision and co-supervision at doctoral, master's, advanced studies internship, or postgraduate and undergraduate level;
- f) Participation in:
- i) Scientific committees;
 - ii) Organization of congresses and other national and/or international scientific meetings;
 - iii) Communications at scientific meetings;
 - iv) Evaluation panels of the educational, technological, and scientific system;
 - v) Activities at institutional request;
 - vi) Scientific networks.
- g) National and international scientific merit awards.

3.2. Innovation, impact, value creation, university extension, scientific dissemination, and knowledge enhancement activities (INOV), weighing 35%, including the following items:

- a) Carrying out consultancy, translation/scientific review activities;
- b) Provision of services to the community;
- c) Scientific dissemination;
- d) Registered patents;
- e) Authorship and co-authorship of technical standards and legislation;
- f) Spin-offs created;
- g) Other activities related to the mission of the institution to which the candidate belongs or belonged, and to its external promotion and communication that contribute to its visibility.
- h) Research Project (limit of 2,000 words, excluding references), in the areas referred to in paragraph 3b) of point VI, highlighting the aspects of fundamental and applied scientific research and/or scientific development, namely its innovative nature, scientific merit, alignment with the



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mission of the IHMT, alignment with the objectives and areas of research of the GHTM and transfer of knowledge to society. The project must be designed for three years and include the following elements: i) State of the art; ii) Description of the tasks to be carried out; iii) Time planning of the tasks; iv) Description of the strategic alignment with the objectives and areas of activity of the GHTM; v) Description of the human and material resources required; vi) List of production indicators to be obtained per year; vii) Description of the scientific, societal and economic/technological impact of the project.

3.3 Advanced training and teaching activities (DOC), weighing 10%, including the following items:

- a) (Co)Coordination of academic/pedagogical projects;
- b) Participation in academic/pedagogical projects;
- c) (Co)Coordination and participation in international academic/pedagogical projects;
- d) Organization of specialization and updating courses;
- e) Production of pedagogical/didactic materials;
- f) Pedagogical intervention and dynamization through participation in the pedagogical management body in the institutions to which the candidate belongs or belonged;
- g) Teaching activity (yearly load and diversity);
- h) Training for the acquisition and development of skills in the pedagogical area;
- i) Participation in academic juries (with greater value as principal examiner).

3.4 Administrative and Academic Management (GA) activities, weighing 5%, comprising the following items:

- a) Participation in management bodies, in management and coordination positions of academic institutions, scientific and pedagogical activities and in active participation in the creation and management of libraries, laboratories and other relevant infrastructures and services of the University Institutions to which they belong or belonged;
- b) Coordination or participation in temporary working groups appointed by university management bodies;
- c) Participation in juries for tender procedures to recruit Researchers, Teachers and Senior Technicians related to scientific activities.

XI - Ordering and voting methodology

1. Once the candidates approved on absolute merit have been identified, the jury will proceed to classify them on relative merit.
2. Each member of the jury will carry out a curriculum assessment of the candidates by presenting a written opinion, which will later be recorded in the minutes, in which he or she proposes the ranking of



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the candidates based on the evaluation criteria indicated in this notice, scoring each candidate for each criterion on a numerical scale from 0 to 100 points.

3. The curricular evaluation (AC) will be carried out according to the following formula:

$$AC = INV (50\%) + INOV (35\%) + DOC (10\%) + GA (5\%)$$

4. The ordering of the candidates approved in accordance with the previous number is done by vote of the members of the jury, 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 first;
- b) In the vote referred to in the previous number, if a candidate obtains more than half of the votes to come in first place, that candidate will be classified in that position;
- c) If the situation referred to in the previous number does not occur, a new vote will be held, only between the candidates who received votes for 1st place, after the candidate with the fewest votes for that place in the previous vote has been removed;
- d) If there is more than one candidate to be withdrawn, by an equal number of votes, with a minimum of one vote each, a vote shall be held on only those candidates to determine the candidate to be withdrawn from the next vote; in this vote, each member shall vote, from among the candidates with equal votes, for the candidate who occupies the lowest position in the order contained in his/her opinion;
- e) In the event of a tie, the tiebreaker is made through the casting or quality vote of the jury president, in accordance with paragraph 3 of article 19 of the Scientific Research Career Statute, approved by Decree-Law no. 124/99, of April 20 (ECIC).
- f) Voting is repeated until it is determined, by the procedure described above, which candidate should be ranked first. If there are only two candidates remaining and each of them obtains half the votes, the tie is broken by the casting vote of the president of the jury;
- g) Once the candidate ranked first has been chosen, that candidate is removed from the vote and the entire process is repeated for the second place and so on until an ordered list of all candidates is obtained.

XII - Notifications and Hearing of Interested Parties

1. A preliminary hearing will be held, in accordance with the Code of Administrative Procedure, for candidates who have not been admitted, and for those who have been rejected on absolute merit.
2. The final ordination project is notified to the candidates so that they can express their views, if they wish, for the purposes of a prior hearing.
3. All candidates are notified of the approval of the jury's final decision.
4. Notifications are made by email.



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5. The selection process can be consulted by candidates at the Human Resources Division of the Institute of Hygiene and Tropical Medicine, under the terms indicated in the aforementioned notification.

XIII- Composition of the jury

The tender procedure jury is composed by:

President: Doctor Miguel Viveiros, Full Professor at IHMT-NOVA, New University of Lisbon, by delegation of powers;

Vowels:

Doctor Miguel Arenas Busto, Senior Lecturer, Principal Investigator, University of Vigo, Spain)

Doctor Maria Santoro, Associate Professor, University Rome “Tor Vergata”)

Doctor Joana Carneiro da Silva, Professor, University of Maryland)

Doctor Helena Barroso, Associate Professor, Egas Moniz Higher Education Cooperative)

Doctor Isabel Couto, Associate Professor at IHMT-NOVA, New University of Lisbon;

Doctor Ana Abecasis, Associate Professor at IHMT-NOVA, New University of Lisbon.

XIV - Data Protection

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

And for the record, this Notice is published

January 9th, 2025 - The Director, Professor Filomeno Fortes