

ATA N.º 1

CCMAR/R/07/2019

Centro de Ciências do Mar do Algarve (CCMAR) opens a call to hire a Researcher (M/F), of any nationality, including stateless candidates under an uncertain term contract, under EOSC-Life Research and Innovation Action (RIA) "Providing an open collaborative space for digital biology in Europe" (INFRAEOSC-04-2018). Grant Agreement number: 824087 funded by European Commission Horizon 2020 Programme.

On 21<sup>st</sup> June 2019 at 11:00am the jury nominated by the CCMAR's Board composed by Adelino Canário (President of the Jury), Cymon J. Cox (member) and Gianluca De Moro (member) met to define the application profile and selection criteria.

The meeting was chaired by the President of the jury: Adelino Vicente Mendonça Canário.

Opened the session, the president thanked all for being present and remind the meeting reason to define the researcher profile and the selection criteria.

**The Required Profile is:**

1. A MSc. or Ph.D in Computer Sciences, Computational Biology, or related discipline.
2. Demonstrable skills in the administration of UNIX(-like) systems, proficiency in Python programming, relational databases and SQL, and related web technologies.
3. A high proficient in English (spoken and written).

**The Desired profile is:**

1. A PhD in Computer Sciences, Biology, Computational Biology, or related discipline with less than five years postdoc.
2. Experience of analysing large life science data sets, such as genomic data and/or physical measurement data, using bioinformatics tools and web-based resources.
3. Proficiency in the use of the Python Django web framework.

The evaluation will be carried out in two phases, which will result in a final classification between 0 and 100 points.

*Phase 1) Curricular assessment*

The selection is made through the evaluation of the motivation letter, which will include the activity and career development plan, and of the scientific and professional curriculum focusing on the relevance, quality and timeliness of the criteria referred below and of the motivation letter in the subject area, considering the specific requirements and the adequacy for the duties to be performed:

CA) Scientific and/or technological production in the last five years, deemed most relevant by the candidate;

CB) Activities of applied research, or based on practice, that the candidate considers to have had greater impact;

CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices that the candidate considers more relevant;

CD) Project management activities and programmes of science, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system or higher education in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology and innovation projects.

The period of five years referred in the evaluation criteria may be increased by the selection panel, at the request of the candidate, when justified on grounds of 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.

The candidates who have obtained less than 70 points in the curricular assessment will be considered not approved in absolute merit. The decision to exclude on absolute merit is communicated to the candidates by electronic mail for the purpose of hearing with interested parties.

#### Phase 2) *Interview*

If the selection panel considers it necessary for the evaluation, the top five candidates with the highest scores of the curricular assessments that were approved in absolute merit will qualify for the second phase, consisting of an individual interview, either face-to-face or through a videoconference. Interviews will be conducted after the decision on absolute merit. The interview will be weighted, at most, as 20% of the final classification score and will serve the sole purpose of clarifying aspects related to the results of scientific research of the candidates.

#### **The Selection Process:**

Each member of the selection panel will assess all the candidates in all the factors from CA to CD scoring between 0 and 100 and must present the reasons for the scores given. Abstention is not allowed.

The curricular assessment (C) of each candidate is obtained from the sums of the scores of each criterion multiplied by the weights according to the formulation, rounded to the decimal place.

$$C = CA*70 + CB*20 + CC*5 + CD*5$$

Candidates approved in absolute merit but that do not qualify for the interview will have 0 points in the second phase.

The final scores (FS) of each candidate is obtained according to the average of the final results of the curricular assessment and of the interview (I) that is evaluated by the weights of the following formulation, rounded to the decimal place.

$$FS = C*80 + I*20$$

After determining the final score (FS) of all candidates, each member of the selection panel will rank the candidates according to the final scores assigned to them from the highest to the lowest. This is followed by the vote to the first place and for each successive place. A candidate is selected when they receive the majority of votes. If this does not happen in the first round of voting, the least ranked candidate is eliminated, and the procedure is repeated with the remaining candidates. In case of a draw the vote of the President of the selection panel decides.

In the event that no applicant has the necessary profile, or the funding conditions have significantly changed since the announcement of this position, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not accept the position or resigns during the contract, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions, through a judgment of convenience and opportunity.

Nothing more to discuss, the President closed the present meeting and wrote the minute signed by all the jury.

The President,

Adelino Vicente Mendonça Canário

The Members,

Cymon John Cox

Gianluca De Moro

