

**CALL FOR A RESEARCHER WITH PHD HIRING UNDER ARTICLE 19 FROM DECREE-LAW NR 57/2016, OF 29<sup>th</sup> AUGUST, ALTERED BY LAW NR 57/2017, OF 19<sup>th</sup> JULY - Reference IMM/CT/66-2022**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call to hire a Researcher with PhD correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract** within the project **UIDB/50005/2020** with the funding support from FCT/MCTES through national funds (PIDDAC).

**Regulation**

- Decree-Law nr 57/2016, from 29<sup>th</sup> August, altered by Law nr 57/2017, from 19<sup>th</sup> July, that approves a Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas (RJEC).
- Portuguese Labor Law, approved by Law nr 7/2009, from 12<sup>th</sup> February in its current writing.
- Regulatory Decree Nr 11-A / 2017, of 29<sup>th</sup> December.
- Decree-Law nr 109-A/2021, from 7<sup>th</sup> of December.

**1. Work Plan Activities**

The Centro de Diagnóstico Molecular by iMM is an iMM Facility Instituto that had started to carry out diagnostic PCR tests for COVID-19 during the COVID-19 pandemic and is planning to continue to innovate in molecular diagnosis.

At this moment, iMM is looking for a Data Scientist to join the Centro de Diagnóstico Molecular by iMM (CDM) under the supervision of Patrícia Napoleão to execute the following activities:

- a) Developing and implementing data analyses, data collection systems and other strategies to support decisions regarding the CDM testing site, analysis of productivity and operations efficiency and quality;
- b) Acquiring data from primary and secondary data sources and maintaining databases of the CDM;
- c) Identify, analyze and interpret trends or patterns in complex data sets;
- d) Work with supervisor to identify and define new process and improvement opportunities;
- e) Continue the implementation the IT solutions for the CDM needs, regarding the booking of tests, laboratory automatization and report send, according the supervisor coordination;
- f) Collaborate with iMM Informatic Unit in the development and implementation of IT solutions for future projects of the CDM, according the supervisor orientations;
- g) Liason between CDM team (laboratory technicians and administrative staff) and the Informatic Unit, by deeply understanding the Laboratory needs be able to foresee requests.

2. **Members of the Jury:** According to article nr 13 from RJEC, the jury is composed by Professors Patrícia Napoleão (President of the Jury and Responsible for the Project), Sofia Marques and Nuno Morais (all PhD's).
3. **Start Date and workplace:** The contract is expected to start in August 2022 and will remain only for the necessary execution period of the work plan; the activities will be developed in iMM installations and/or other necessary locations to their execution.
4. **Monthly remuneration:** Gross monthly Remuneration is **2.153,94€**, in accordance with subsection a), section 1, article 15 from Law nr 57/2017, 19<sup>th</sup> July, and with the remuneration position at initial level predicted in article 2 of Regulatory Decree nr 11-A/2017, of 29<sup>th</sup> December, correspondent to level 33 at Tabela Remuneratória Única, approved by Order nr 1553-C/2008, 31<sup>st</sup> December and updated by Decree-Law nr 109-A/2021, from 7<sup>th</sup> of December.
5. **Profile of the Candidate:** Any National, foreign and stateless candidate(s) that hold the following requirements can apply:
  - a) PhD in Biology or Biomedical Sciences;
  - b) Experience in biological and pharmaceutical research as post-doc is mandatory;

- c) Capacity to understand the CDM laboratory work, with demonstrated experience in Molecular Biology, and also de administrative work;
- d) Knowledge of clinical trials, preferentially with ICCH E6 (R2) Good Clinical Practice Certificate;
- e) Programming skills, preferentially using R and Python, knowledge of Machine Learning and Deep Neural Networks;
- f) Experience in communication and presentation of results will be valuable, with special focus on data visualization;
- g) Proficiency in English, spoken and written; spoken Portuguese will be also valuable.

**IMPORTANT NOTE:** *In the event the PhD degree was awarded by a foreigner higher institution, the degree must comply with the provisions of Decree-Law nr 66/2018, 18<sup>th</sup> August, and all formalities established there must be fulfilled by applications deadline.*

6. **Application process:** The call is open from 8<sup>th</sup> of June until 21<sup>st</sup> of July 2022 (30 working days), and the application documents (indicated below) should be submitted, in PDF format, through IMM website by clicking in the “Apply” button below the position job ad:

- a) Motivation Letter in English;
- b) Detailed CV;
- c) PhD Certificate (Please check the “Important Note” indicated in the “Profile of the Candidate”);
- d) Other documents that applicant may consider to be relevant to prove the scientific course (Optional).

**Note:** *The non-compliance with these requirements determines the immediate rejection of application.*

6.1. False statements provided by the candidates shall be punished by law.

6.2. *IMM 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.*

6.3. Pursuant to Decree-Law nr 29/2001 of 3<sup>rd</sup> February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, 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.

7. **Evaluation criteria:** The admitted applications will be evaluated considering the curriculum of each candidate (a) and their adequacy to the proposed work plan.

**First phase:** Curriculum Analysis (80%) and Motivation Letter (10%) - Based on the Curriculum, it will be analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely:

- a) PhD in Biology or Biomedical Sciences (20%);
- b) Experience in biological and pharmaceutical research as post-doc in Molecular Biology (15%);
- c) Capacity to understand the CDM laboratory work, with demonstrated experience in Molecular Biology, and also de administrative work (15%);
- d) Knowledge of clinical trials, preferentially with ICCH E6 (R2) Good Clinical Practice Certificate (10%);
- e) Programming skills, preferentially using R and Python, knowledge of Machine Learning and Deep Neural Networks (10%);
- f) Communication, presentation of results and data visualizations skills (10%).

Based on the letter of motivation will be evaluated the motivation and interest for the activities to be performed (5%) and command of the English language (5%).

**Second stage:** The jury will select for the interview (evaluation: 10%) the 3 candidates who obtained in the first phase the highest ranking, with a minimum of 40%, or the number of candidates, up to 3, who obtained in the first phase a minimum rating of 40%. In the event of a tie, the decision will be responsibility of the chairman of the jury.

- 7.1. After evaluation of all admitted applications, the jury will write a meeting minute with all process of recruitment, evaluation and selection including an ordered short list of approved candidates (alphabetic order) and their respective classification.
  - 7.2. The final decision of the jury shall be validated by the Head of the Institution, who is also in charge of deciding about the hiring.
8. **Results:** Both admitted and excluded candidates list and final classification list shall be posted at iMM website at <https://imm.medicina.ulisboa.pt/jobs/#results> and all admitted candidates will be notified by email.
  9. **Preliminary Hearing and Final Decision Deadline:** Pursuant to article 121 of the Administrative Procedure Code, after notified, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 days, from application deadline.

Lisbon, 7<sup>th</sup> of June 2022