

CALL TO HIRE 1 (ONE) HEAD OF PROTEOMICS UNDER CONTRATO-PROGRAMA DE APOIO INSTITUCIONAL – ASSOCIATE LABORATORIES – Ref. IMM/CT/15-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call to hire 1 (one) Head of Proteomics according to the Applicable Regulation, under a Permanent Employment Contract within *Contrato-Programa de Apoio Institucional – Associate Laboratories (CEECINSTLA/00025/2022)*.

Regulation

- Portuguese Labor Law, approved by Law nr 7/2009, from 12th February in its current writing.
- Decree-Law nr 57/2016, from 29th of August, altered by Law nr 57/2017, from 19th of July
- Scientific Employment Regulation (REC)
- Decree-Law nr 108/2023, from 22nd of November

1. Work Plan Activities

- Lead the strategic development and implementation of proteomics research to advance disease-specific mission and contribute to our drug discovery efforts.
- Collaborate with interdisciplinary teams, including clinicians, bioinformaticians, data scientists, and molecular biologists, to design and implement proteomics studies in biomarker and drug discovery.
- Oversee the generation, analysis, and interpretation of large-scale proteomics data for the identification and validation of novel biomarkers and drug targets.
- Leverage innovative digital technologies to improve the proteomics research pipeline, enhance the drug discovery process, and create new opportunities for therapeutic intervention.
- Supervise, mentor, and support our research community in the proteomics studies
- Pursue an active participation in relevant national, EU and international networks and initiatives related with proteomics.
- Contribute to grant writing, publications, and presentations related to proteomics research and drug discovery.
- Keep up-to-date with the latest developments in the field of proteomics and implement relevant innovations within the organization.

2. **Members of the Jury:** According to article 28 nr 5 from REC and article 13 from Decree-Law nr 57/2016, from 28th of August, altered by Law nr 57/2017, from 19th of July, the jury is composed by José Rino (President of the Jury), Vanessa Morais and Zita Carvalho (all PhD's).

3. **Start Date and workplace:** The contract is expected to start in June 2024 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 4.500,00€. The Portuguese Foundation for Science and Technology, I.P. (FCT) will finance the amount correspondent to level 54 of Tabela Remuneratória Única (3.446,76€), approved by Order nr 1553-C/2008, 31st December and updated by Decree-Law nr 108/2023, from 22nd of November, and the remaining amount will iMM's responsibility.

5. **Profile of Candidate:** Any National, foreign and stateless candidate(s) that hold the following requirements can apply:

- PhD in Biochemistry, Molecular Biology, or a related field. Extensive experience in proteomics research, preferably in a translational or clinical research setting and with a focus on drug discovery.

- Demonstrated success in using proteomics to accelerate drug discovery and development.
 - Proficient in the use of advanced analytical tools and techniques for proteomics, such as LC-MS/MS.
 - Knowledge of bioinformatics tools for proteomics data analysis.
 - Familiarity with digital technologies and data-driven approaches in the field of health and life sciences.
 - Proficient in English, spoken and written.
 - Proven leadership and management skills, with the ability to inspire and guide a team.
 - Forward thinking, can-do, pro-active attitude;
 - The international experience of the candidates, although not a determining criterion for selection, will be valued.
6. **Application process:** The call is open from 19th of February until 1st of April 2024 (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;
 - 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.

Non-discrimination and equal access policy: 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.

International environment and experience: Diversity is a fundamental aspect of the essence of IMM, where researchers and non-researchers of different nationalities, backgrounds and areas of study work together, promoting the exchange of experiences and interactions, contributing to the personal and professional development of each person and to the existence of an international, inclusive and stimulating environment.

Pursuant to Decree-Law nr 29/2001 of 3rd 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 taking into account the quality, timeliness and relevance of the scientific path (scientific production and research experience) and curriculum of each candidate (a) and their adequacy to the proposed work plan.

Curriculum Analysis (70%) and Motivation Letter (30%)

- ✓ 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) Academic background and experience in coordination of proteomics research work and techniques (25%);
- b) Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%);

- c) Research achievements and relevant results in the area of the proposed work plan as described in the candidate profile (25%).
 - ✓ Based on the **Letter of Motivation** will be evaluated:
 - a) Motivation and interest for the activities to be performed (20%);
 - b) Written communication in English language (10%).
- 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.

The present call is exclusively aimed at filling the indicated vacancy and may be terminated until the homologation of the final candidates' ranking list and expires with the respective occupation of the position on offer.

Lisbon, 16th of February 2024

