

Notice of the Call¹

¹ Please note that the English translations of the Call do not override the original Portuguese version (Aviso de Abertura do Concurso para Atribuição de Bolsa de Investigação para Doutoramento - CIBIO-InBIO 2022-01)

Notice of the Call PhD Studentships

The Research Centre in Biodiversity and Genetic Resources - Network in Biodiversity and Evolutionary Biology (CIBIO-InBIO) is opening a Call for 1 (one) PhD studentship grant in Biological Sciences, complying with the provisions of the FCT Regulation for Studentships and Fellowships (RBI) and the Research Fellowship Holder Statute (EBI).

The scholarship will be funded by Fundação para a Ciência e a Tecnologia, I.P. (FCT) under the Financing Collaboration Protocol of the Multiannual Plan for Research Scholarships for PhD Students, signed between FCT and the R&D Unit, Network in Biodiversity and Evolutionary Biology (InBIO), No. 50027.

1. APPLICATION

The Call is open from August 8th to 5:00 pm (Lisbon time) of November 14th, 2022.

Applications, and all the supporting documents described in this Notice, must be submitted online using the application form available at <https://www.biodiv.pt/en/events/call-for-phd-studentships-evolgen-2022/>.

Each applicant can only submit one application; submission of more than one application will result in the rejection of all applications.

False declarations or acts of plagiarism by applicants will lead to the exclusion of the application without prejudice of other corrective and punitive disciplinary measures.

2. TYPE AND DURATION OF STUDENTSHIPS

Aiming to support advanced training, PhD studentships will be granted to applicants fulfilling all the requirements necessary to integrate a study cycle that allows to obtain a PhD degree in Portugal, and that wish to develop research work that allows obtaining that degree. The research activities will be developed in CIBIO-InBIO, which will be the host institutions of the grantee, without prejudice to the work that may be carried out in collaboration with other institutions.

The research activities leading to obtaining the doctoral academic degree will be conducted within the scope of the Doctoral Programme in Biodiversity, Genetics and Evolution of the Faculty of Sciences of the University of Porto.

The work plan will be partially developed in a Portuguese national institution (mixed grant). Being a mixed grant, the period of time spent in the foreign institution cannot exceed 24 months.

As a rule, the duration of PhD studentships is annual, renewable up to 48 months.

3. RECIPIENTS

PhD studentships are aimed at applicants enrolled or that comply with the requirements to enrol at the Doctoral Programme in Biodiversity, Genetics and Evolution of the Faculty of Sciences of the University of Porto and who wish to carry out research at Research Centre in Biodiversity and Genetic Resources - Network in Biodiversity and Evolutionary Biology (CIBIO-InBIO) or others associated institutions.

4. ADMISSIBILITY

4.1 Applicants' admissibility requirements

The following citizens may apply to this call:

- National citizens or citizens from other member-states of the European Union;
- Third-party states citizens;
- Stateless individuals;
- Citizens holding a political refugee status.

To apply for the PhD studentship it is necessary:

- To hold a Bachelor or Master degree in Biological Sciences or related areas;
- To be resident in Portugal at the start of the work plan, if the proposed work plan for the scholarship includes a period in foreign institutions (mixed grant), which is mandatory for Portuguese national citizens and for foreign citizens.
- Not to have benefited from a PhD or a PhD in industry studentship directly funded by FCT, regardless of its duration.
- Not to hold a PhD degree.

4.2 Application's admissibility requirements

It is mandatory, under penalty of non-admissibility, to include the following in the application:

- Information about ID card/ passport;
- Curriculum Vitae (CV);
- Academic degree certificates, indicating the final grade and, if possible, the final classification of the disciplines completed or, alternatively, a declaration of honor from the candidate stating that concludes the degree of bachelor or master by the end of the application deadline;
- For foreign academic degrees it is mandatory to submit the recognition of such degrees and the conversion of the respective final grade to the Portuguese grading scale, or, alternatively, a declaration of honor from the candidate stating that concludes the degree recognition by the end of the application deadline;
- Motivation letter;

- Recommendation letters (two), attesting the declared research experience
- To present/prepare and submit the application and all related documents, including the recommendation letters and the most representative document of the applicant's scientific/professional path, in Portuguese or in English.
- Describe the experience in genetic and genomic data analyses, with emphasis for example in complete genomes, transcriptomics, reduced representation techniques such as RAD sequencing and/or capture and re-sequencing;

Regarding the admissibility criteria described above, note that:

- In the case of academic degrees awarded by foreign higher education institutions, and in order to guarantee the application of the principle of equal treatment to applicants holding foreign and national academic degrees, it is mandatory to recognize those degrees and to convert the respective final classification into the Portuguese classification scale.

The recognition of foreign degrees and diplomas as well as the conversion of the final classification into the Portuguese classification scale may be requested at any public higher education institution, or at the Direção Geral do Ensino superior (DGES, only in the case of automatic recognition). Regarding this matter, we suggest that you consult the DGES portal at the following address: <http://www.dges.gov.pt>.

- Only candidates who have completed the cycle of studies leading to a Bachelor or Master degree by the application deadline will be admitted. In case candidates do not yet have the certificate of degree completion, a declaration of honor from the candidates that they have completed the necessary qualifications for the competition by the application deadline will be accepted. The awarding of the scholarship is subject to the presentation, at the contracting stage, of the proof of academic qualifications.

5. WORK PLAN AND SCIENTIFIC SUPERVISION

Title: Single-cell omics of feather colouration.

Project description: Bird feather colouration is among the most compelling examples of phenotypic variation in nature. By encompassing differences at multiple levels (e.g. species, individuals, sexes, and body parts), and by being subject to both ecological and sexual selection, it offers a powerful study system for evolutionary research. Feathers represent the most complex epidermal structures of vertebrates, involving elaborate colour patterns whose developmental and biochemical bases are only partially understood. This project seeks to tackle the genetic, developmental, and cellular basis of colours in birds from an innovative perspective by explicitly focusing on single-cell omics methodologies applied to feather and colour patterning morphogenesis. The successful candidate will work collaboratively with members of the Evolutionary Genetics and Genomic group (EVOLGEN) at CIBIO and directly with the group leader Dr. Miguel Carneiro and with Dr. Roberto Arbore and will be enrolled in the Doctoral Programme in Biodiversity, Genetics and Evolution of the Faculty of Sciences of the University of Porto. Taking advantage of the availability of natural and domesticated colour variants among several bird species, as routinely employed in the host lab, the candidate is expected to develop his/her own project within the framework of the lab's research in animal colouration.

We offer a dynamical and interactive working environment within a team with wide-ranging research interests and with strong population genomics and genetics expertise. We value creativity, collaborative skills, and a passionate and open-mind attitude towards biological research. Previous experience in developmental and/or cell biology and genomics is an asset. Prior experience in animal coloration and avian biology will be valued, although not required. Questions can be directed to Miguel Carneiro (miguel.carneiro@cibio.up.pt) and Roberto Arbore (roberto.arbore@cibio.up.pt).

6. EVALUATION CRITERIA

The assessment will take into the candidate's merit and motivation. All admitted applications must be graded from zero (0.000, minimum) to five (5.000, maximum) in each of the evaluation criteria:

- **Criterion A** – Professional path (which reflects the scientific path, research activities, publications, and relevant experience in activities covered by the specific areas of the work plan), 50%
- **Criterion B** – Motivation Letter, 30%
- **Criterion C** – Recommendation Letter, 20%

Applicants will be ranked according to the weighted average of the score obtained in the three criteria, following the relative weighting:

$$\text{Grade} = (0.5 \times A) + (0,3 \times B) + (0,2 \times C)$$

Candidates with grades above 4.500 will be admitted to the interview, to be held in person or online.

For the purpose of the decision on the award of the scholarship, the candidates will be ordered according to the weighted average of the classification obtained in each of the three criteria, translated by the following formula:

The final grade will take into account the following evaluation criteria:

- **Criterion A** – Professional path (which reflects the scientific path, research activities, publications, and relevant experience in activities covered by the specific areas of the work plan), 50%
- **Criterion B** – Motivation Letter, 30%
- **Criterion D** – Interview, 20%.

$$\text{Final Grade} = (0.5 \times A) + (0,3 \times B) + (0,2 \times D)$$

For tiebreaking purposes, the final ranking list will be based on the scores assigned to each of the evaluation criteria in the following order: criterion A, criterion B, and criterion D.

Important note for candidates holding academic degrees awarded by foreign institutions

- The candidates with academic degrees awarded by foreign (non-Portuguese) institutions can apply and will be evaluated using the same criteria as the candidates with degrees awarded by in Portuguese institutions, if they present, in their application, proof of the recognition of academic degrees and of the conversion of the final classification into the Portuguese classification scale under the terms of the applicable legislation
- In any case, scholarship contracts with candidates with diplomas issued by foreign institutions will only be concluded upon presentation of the proof of recognition of the academic degrees and conversion of the final classification, as indicated above.

Candidates whose application is graded with a final mark of less than three (3) will not be eligible for a fellowship

7. EVALUATION

Composition of the Evaluation Panel:

- Coordinator: Miguel Carneiro, Investigador no Centro de Investigação em Biodiversidade e Recursos Genéticos da Universidade do Porto (CIBIO-InBIO).
- 1st Member: Roberto Arbore, Investigador no Centro de Investigação em Biodiversidade e Recursos Genéticos da Universidade do Porto (CIBIO-InBIO)
- 2nd Member: Rui Miguel Macieira de Faria, Investigador no Centro de Investigação em Biodiversidade e Recursos Genéticos da Universidade do Porto (CIBIO-InBIO)
- 1st Substitute member: Pedro Andrade, Investigador no Centro de Investigação em Biodiversidade e Recursos Genéticos da Universidade do Porto (CIBIO-InBIO)
- 2nd Substitute Member: José Melo-Ferreira, Investigador no Centro de Investigação em Biodiversidade e Recursos Genéticos da Universidade do Porto (CIBIO-InBIO)

O painel de avaliação apreciará as candidaturas de acordo com os critérios de avaliação constantes do presente Aviso de Abertura de Concurso, ponderando os elementos de apreciação.

The evaluation panel will analyse applications considering the evaluation criteria disclosed in the Notice of the Call, considering all the appreciation elements.

All panel members, including the coordinator, make a commitment to respect a set of responsibilities essential to the evaluation process, such as the duties of impartiality, declaration of any potential conflict of interest, and confidentiality.

During all moments of the evaluation process, confidentiality is fully protected and ensured in order to guarantee the independence of all statements.

Panel members, including the coordinator, cannot be supervisor or co-supervisors of candidates with applications submitted to the call.

For each application, a final evaluation form will be produced by the panel, in which the arguments that led to the ratings attributed to each of the evaluation criteria will be present in a clear, coherent and consistent manner.

The minutes of the meeting are the responsibility of the of all evaluation panel and must include the following information:

- Name and affiliation of all members of the evaluation panel;
- Identification of all excluded applications and respective grounds, if applicable;
- Methodology adopted by the panel for each particular cases, if applicable;
- Final Evaluation Sheets for each candidate;
- Provisional list of classification and ranking of candidates, in descending order of the final classification, of all applications evaluated by the panel;
- Conflict of interest statements by all panel members
- Possible delegations of votes and powers due to justified absence, if applicable.

8. RESULTS DISCLOSURE

The results of the evaluation are communicated via e-mail to the e-mail address indicated in the application form.

9. DEADLINES AND PROCEDURES FOR PRELIMINARY HEARING, CLAIMS AND APPEALS

Once the provisional ranked list of the evaluation results has been communicated, applicants who have an unfavorable provisional decision may use their rights to dispute it during the preliminary hearing phase, which takes place within 10 working days, according to Articles no. 121 and following of the Administrative Procedure Code (CPA). The final decision will be disclosed after the analysis of applicants' arguments presented in the preliminary hearing. Final decision can be claimed within 15 working days or, alternatively, appealed within 30 working days, after the communication of the final results, respectively.

10. REQUIREMENTS FOR STUDENTSHIP GRANTING

Research grant contracts are made directly with FCT.

The following documents are of mandatory submission, upon conditional granting of the studentship for purposes of contracting thereof:

- a) Copy of the documents of personal identification, tax number and, if applicable, social security ;
- b) Copy of the academic degree certificates;
- c) In case of foreign academic degree it is mandatory to submit the recognition of master degree and the conversion of the respective final grade to the Portuguese grading scale;
- d) Work plan;
- e) Document proving the acceptance and registration in the PhD programme in Biodiversity, Genetics and Evolution, Faculty of Sciences, University of Porto;

- f) Supervisor(s) statement declaring willing to coordinate the work plan, as established in Article no. 5-A of the Statute for Research Fellowships (template will be made available by FCT);
- g) Institutional document supporting the applicant, issued by the institution(s) where the work plan will be carried out, guaranteeing the necessary conditions to its successful development, as well as the fulfilment of the duties established in Article no. 13 of the Research Fellowship Holder Statute (template will be made available by FCT);

The studentship granting is still dependent on:

- The fulfilment of all the requirements listed in this Notice of the Call;
- The results of scientific evaluation;
- The absence of unjustified non-compliance of the fellowship holder during previous directly or indirectly FCT funded fellowships;
- FCT available budget.

The lack of any of the necessary documents to complete the contracting procedure implies the expiration of the studentship granting and conclusion of the process; applicants have up to 6 months after the disclosure of the provisional granting to present all of the listed documents.

11. FUNDING

Studentships payment will start after returning the signed contract to FCT, which should happen within the 15 working days after its delivery. The studentships granted in this call will be financed by FCT using the State Budget fund and, whenever eligible, using the European Social Fund (ESF), under the PORTUGAL2020 programme, in particular, under Programa Operacional Regional do Norte (NORTE 2020), Programa Operacional Regional do Centro (Centro 2020) and Programa Operacional Regional do Alentejo (Alentejo 2020), or any other funding schemes that might be approved, according to the respective requirements.

12. STUDENTSHIP ALLOWANCE

A monthly maintenance allowance is granted, in accordance with the table in Annex I of the RBI (https://www.fct.pt/apoios/bolsas/docs/Tabela_de_Valores_SMM_2022.pdf).

The studentship may also include additional allowances, according to RBI's Article no. 18 and the values indicated in its Annex II.

All the studentship holders have a personal accident insurance related to the research activities, which FCT will support.

All studentship holders who are not beneficiaries of any social protection regime can use the right to social security through the voluntary social insurance regime, under the terms of the Contributory Scheme of the Social Security System. FCT will ensure the charges resulting from contributions under the terms and with the limits provided in Article no. 10 of the EBI.

13. PAYMENT OF STUDENTSHIP ALLOWANCE

Payments due to the studentship holder are made by bank transfer to the respective indicated account. The monthly maintenance allowance is paid on the first working day of each month. Registration, enrolment or tuition fees components are pay by FCT directly to the institution;.

14. TERMS AND CONDITIONS OF PHD STUDENTSHIP RENEAWAL

The renewal of the studentship always depends on applicant's submission, within 60 working days prior to the renewal start date, of the following documents:

- a) Declaration issued by the supervisor(s) and by the host institution(s) attesting the work plan development and the evaluation of the respective activities;
- b) Document proving compliance with the exclusive dedication regime;
- c) Declaration demonstrating the enrolment renewal in the study cycle leading to the doctoral degree.

15. INFORMATION AND PUBLICITY OF THE GRANTED FUNDING

All the R&D activities carried out by the grantee, directly or indirectly financed by the studentship, namely communications, publications and scientific creations, as well as thesis, must include the reference to FCT and European Social Fund (ESF) financing. In particular, these references should mention the following operational programmes: Programa Operacional Regional do Norte (NORTE 2020), Programa Operacional Regional do Centro (Centro 2020), and Programa Operacional Regional do Alentejo (Alentejo 2020), or additional funding schemes that might be approved. Insignia of FCT, MCTES, ESF and EU must therefore be included in the documents referring to these actions, according to the graphic rules of each operational programme. The disclosure of research results funded according to the RBI provisions must comply with the open access guidelines, publications and other research results in accordance with FCT rules. For all the studentships, in particular in case of European funded actions, namely the ESF, may be performed monitoring and controlling actions by national or European entities according to the applicable legislation. Grantees must therefore collaborate and provide all the required information, including answering to surveys and evaluation studies in this area, even though the studentship might has already ceased.

16. NON-DISCRIMINATION AND EQUAL ACCESS POLICY

FCT promotes a policy of non-discrimination and equal access, thus no applicant may be privileged, benefited, damaged, or deprived of any right or exempted from any duty. This includes ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic disease, nationality, ethnicity or race, land of origin, language, religion, political or ideological beliefs or trade union affiliation.

17. APPLICABLE LEGISLATION AND REGULATION

The present call is governed by this Notice of the Call, the FCT Regulation of Research Fellowships, approved by the Regulation no. 950/2019, published in the Series II of the DR, of 16th December, by the Research Fellowship Holder Statute, approved by the Law no. 40/2004, of 18th of August, in its current version, and by other applicable national and European legislation