

Public Notice

I publicly announce that, by my order of 24/06/2022, an international selection tender for the position of Principal Researcher, in the career of Scientific Research, is hereby open for 30 working days starting on the working day following the publication of the present Notice in *Diário da República* (Official Journal of the Portuguese Republic). The aforementioned tender consists of 14 positions (1 position per scientific area), that will be held under a public employment contract of indefinite duration, in the scientific area of Health and Medical Sciences, subareas of:

- 1: Neuropharmacology of the endocannabinoid system
- 2: Microbiology
- 3: Enzymology and host-pathogen interaction
- 4: Metabolism and Cellular Bioenergetics
- 5: Stem cell biotechnology
- 6: Neurodevelopment and brain diseases, purinergic and glutamatergic receptors
- 7: Computational and systems biology and applications in Redox biology
- 8: Diabetes and its complications
- 9: Nuclear magnetic resonance for metabolic studies
- 10: Mass spectrometry, biomarkers, quantitative methods and development and validation of analytical methods
- 11: High-throughput screening with genomic libraries
- 12: Management of bioimaging technological platforms applied to biomedicine and biotechnology
- 13: Management and Science funding in the fields of neurosciences, biomedicine and biotechnology
- 14: Other Medical Sciences,

for the Centre for Innovative Biomedicine and Biotechnology (CIBB) of the University of Coimbra, in accordance with the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99 of 20 April, as amended by Law no. 157/99 of 14 September and Decree-Law no. 373/99 of 18 September, hereinafter referred to as ECIC, by the Regulation for the recruitment, hiring and provision of services of Scientific Research Staff of the University of Coimbra, Regulation no. 810/2021, published in *Diário da República*, 2nd series, No. 168, of 30 August, hereinafter referred to as RRCPSPICUC, and other applicable legislation.

I – Reference, place of work and Wage:

I.1. Public Tender reference: IT074-22-11768

I.2. Place of work: *Universidade de Coimbra*/ University of Coimbra, Centre for Innovative Biomedicine and Biotechnology (CIBB).

I.3. Salary: corresponding to the level and index provided for in the table in annex 3 of Decree-Law no. 408/89, of 18 November, in its current wording, without prejudice to legally imposed restrictions

II – Duties to be performed:

The duties to be performed correspond to the stated in paragraph 2 and 4 of article 5 of ECIC and numbers 2, 4, 5 and 6 of art. 7 of RRCPSPICUC.

III – Admission requirements:

III.1. General requirements under the terms of art. 17 of the General Labour Law in Public Functions (LTFP), approved in annex to Law no. 35/2014, of 20th June: to be, on the closing date for the submission of applications, 18 years of age or older; not to be inhibited for the exercise of public functions or prohibited to exercise the public functions that they are proposing to perform; to have the physical robustness and mental profile required to perform their duties and to have fulfilled the mandatory vaccination laws.

III.2. Specific requirements in accordance with article 11, paragraph 1 of the ECIC, and article 25, paragraph 2 of the RRCPSPICUC:

III.2.1. To be an Assistant Researcher of the University of Coimbra or another institution in the scientific area and subarea for which the tender is open.

III.2.2. To be an Assistant Researcher of the University of Coimbra or another institution, in a different scientific field, provided that it is considered by the Scientific Council of the Centre for Innovative Biomedicine and Biotechnology as being related to the one for which the tender is open or, provided that he/she has a relevant scientific curriculum in that subarea and a minimum of 3 years of effective service in that category, or provided that he/she has been approved in public qualification or aggregation tests.

III.2.3. To be a Principal Researcher of another institution in the scientific area and subarea for which the tender is open or in a scientific field considered by the Scientific Council of the Centre for Innovative Biomedicine and Biotechnology as being related to the one for which the tender is open or, even if from a different field, to hold a relevant scientific curriculum in this subfield.

III.2.4. Hold a PhD, valid in Portugal, in the scientific area and subarea for which the tender is open, or in a scientific area considered by the Scientific Council of the Centre of Innovation in Biomedicine and Biotechnology as being related to the one for which the tender is open, or to hold, at the date of the deadline for submission of applications, a PhD degree, valid in Portugal, in a different area, but with a relevant curriculum in the subarea and a minimum of 3 years of professional experience in the subarea after receiving the PhD, or to have been approved in public qualification or aggregation tests.

IV – Application process

IV.1. Submission: candidates must access and register on the electronic platform **apply.uc.pt** to submit

their application, selecting the procedure they wish to apply for.

The application must be submitted exclusively in digital format, in portable document format (pdf), except for the documents mentioned in IV.2.6 and IV.2.8, which may be submitted in other digital formats.

The application is made by filling in the available sections in the electronic platform Apply UC, in "My application".

When formally completing the application, if it shall contain a classified document that reveals a commercial or industrial confidentiality, or a secrecy regarding literary, artistic or scientific property, the candidate shall expressly state such reservations, under penalty of the work in question being freely accessed by any of the other candidates, during the consultation process.

IV.2 Mandatory documents

IV.2.1. *Curriculum Vitae*, duly dated and signed and complying with the following instructions:

- The Curriculum Vitae must contain a preamble that includes, if it is the case, the history of all contractual relations of the candidate and respective periods, identifying the category held, the nature of the contract and the scientific area and clearly specifying the employment contract held and the institution where he/she works at the date of the application. It should also include a reasoned synopsis that demonstrates that the candidate holds a specialty appropriate to the scientific area and subarea for which the tender is open.
- The Curriculum Vitae must include a Table attesting compliance with the minimum criteria for admission in absolute merit referred to in section V.2.
- In the Curriculum Vitae, candidates must provide evidence, separately, of compliance with each of the criteria listed in section V.3. and their respective sub-sections.

IV.2.2. Report of the activities carried out by the candidates.

IV.2.3. Copy of qualification certificates.

Applicants who hold a Ph.D. obtained abroad must prove the recognition of the diploma, under the terms of Decree-Law no. 66/2018, of 16th August, under penalty of exclusion. Applicants who are working under a public employment contract at the University of Coimbra are exempt from submitting these documents, provided that these are in their individual file and that they request the respective exemption.

IV.2.4. Document issued by the Scientific Council of the Centre for Innovative Biomedicine and Biotechnology proving the fulfilment of the requirement foreseen in paragraph III.2, when applicable.

IV.2.5. A separate copy of the 5 papers that the candidate considers best represent his/her most significant contributions to advance knowledge in the area and subarea for which the tender is open; the reasons for their choice should be justified in a separate document.

IV.2.6. Copy of all works/papers mentioned in *Curriculum Vitae*.

IV.2.7. A scientific project for the next 5 years, limited to 5 pages, concerning the lines of research in the disciplinary subarea for which the tender is open and on which the candidate intends to focus his/her research at the UC, in accordance with the following requirements: presentation of the main issues to which he/she intends to dedicate his/her future research, contextualising them in the current state of the art in this subarea; structured and brief description of the research strategies that the candidate proposes to adopt in order to carry out his/her research and solve or contribute to solving the problems he/she proposes to solve; explanation of the reasons and motivations for his/her choices.

IV.2.8. Any other elements that the candidate may deem relevant.

IV.3. All application documents listed in IV.2. must be submitted in Portuguese or English, with the exception of those listed in IV.2.6. and IV.2.8. Whenever the original documents mentioned in IV.2.3. and IV.2.5. are in a different language, a translation into Portuguese or English must be provided. Exception is made to Diplomas, when written in Latin, in which case no translation is required

IV.4. Candidates who are not Portuguese or English native speakers should have language skills at level C1 of the Common European Framework of Reference for Languages (CEFR) in at least one of the two languages.

IV.5. Applications that do not comply with the instructions or that fail to meet the tender's formal requirements, pursuant to the applicable laws and to this Public Notice, shall not be accepted. In the same way, if the required documents or papers are submitted outside the established timeframe, the application shall not be accepted.

IV.6. The present tender ceases with the fulfilment of the job positions, or when the positions cannot be totally filled, due to the inexistence or insufficiency of candidates for the prosecution of the tender.

V – Selection methods and criteria:

V.1. The selection methods to be used are approval in absolute merit and assessment of the candidate's scientific and curricular background.

V.2. Approval on Absolute Merit

V.2.1. Approval on Absolute Merit will be given to candidates who hold a curriculum vitae that the jury considers adequate for the position to be filled, namely the merit of their scientific and technical work, as well as their professional experience and training, compatible with the category and scientific area for which the tender is open, always considering, for this evaluation, the reference criteria of Table 1, annexed to this tender notice.

V.2.2. The Jury shall decide on admission or exclusion on absolute merit by roll-call vote, based on compliance or non-compliance with the requirements set out in paragraph V.2.1, and by an absolute majority of votes in favour from among the members present at the meeting.

The members of the jury may include their statement of dissenting vote in a document attached to the minutes.

V.3. Assessment criteria and parameters

The following should be considered as assessment criteria: the quality of the candidates' scientific and technical work, professional experience, professional training, contribution to scientific guidance activities, participation in teaching activities and management bodies, community service and the quality of the scientific project, according to the following weighting and parameters

V.3.1. Quality of the scientific and technical work, with a weighting of 55%, considering the following assessment parameters:

V.3.1.1. Scientific production: the candidate's contribution to the dissemination of knowledge in the area(s) and/or subarea(s) for which the tender is open, as well as his/her capacity to contribute, in the future, to a highly relevant scientific production at the University of Coimbra, namely through the publication/participation in books, book chapters, articles in scientific journals and proceedings of international conferences of which the applicants were authors or co-authors, considering their nature, impact factor and number of citations, scientific/technological level and innovation, diversity and multidisciplinary, international collaboration, importance of the contributions to the advancement of the current state of knowledge, importance of the works selected by the applicant as most representative and the scientific project presented.

V.3.1.2. Conception of research programmes, coordination and mentoring of teams in scientific projects: the jury should consider the potential and previous experience of the applicant in the in the conception of research and development programmes and their conversion into projects, as well as in the participation and/or coordination and orientation of teams in scientific projects in the area(s) and/or subarea(s) for which the tender is open, namely taking into account the territorial scope and its dimension, the technological level and importance of the contributions, innovation and diversity.

V.3.1.3. Creation and reinforcement of laboratory facilities. The candidate's participation in the creation or reinforcement of laboratory infrastructures, of experimental and/or computational nature, in the area(s) and/or sub-area(s) for which the tender is open, should be considered.

V.3.1.4. Promotion of scientific activity: the candidate's participation in national and international research networks, scientific dissemination initiatives, namely through the organisation of international scientific events, collaboration with international researchers, either in the publication of scientific articles, or in the training and supervision of students, or in joint fundraising, in the area(s) and/or subarea(s) for which the tender is open, should be considered.

V.3.1.5. Impact and national and international recognition of scientific production: the recognition by the international scientific community of the results obtained by the candidates in the area(s) and/or sub-area(s) for which the tender is open, namely taking into account awards from scientific societies, editorial activities in scientific journals, participation in editorial boards of scientific journals, coordination and participation in programme committees of scientific events, in guest lectures, participation as a member of scientific

societies with competitive admission, organization of scientific events such as advanced courses and congresses and other similar distinctions.

V.3.2. Professional experience and training, with a weighting of 5%, considering the following assessment parameters:

V.3.2.1 Level and adequacy of academic degrees and diplomas or professional qualifications, in the area and/or subarea for which the tender is open, the Portuguese degree of "Agregação" or Habilitation may be considered;

V.3.2.2. Professional experience of the candidate to carry out duties as Principal Researcher in the area(s) and/or sub-area(s) for which the tender is open.

V.3.3. Involvement in scientific advisory activities and participation in teaching activities, with a weighting of 5%, considering the following assessment parameters:

V.3.3.1. Activities of follow-up and advising of research work developed by scholarship holders, research interns and research assistants, participating in their training, as well as of supervision of doctoral students' theses, and participation in national or international academic doctoral examination juries;

V.3.3.2. Participation in teaching activities: the courses units that the candidate has coordinated and taught should be considered, considering the diversity, the pedagogical practice and the students' background

V.3.4. Participation in management bodies, with a weighting of 10%, considering the following assessment parameters:

V.3.4.1. Holding positions or duties in national or international Research Units, including in particular the coordination and participation in national (integrated in RNIE) and international research infrastructures, as well as in international associations of technological platforms, considering their nature, duration and responsibility;

V.3.4.2. Holding temporary positions and tasks, namely editorial activities of international scientific journals or magazines, reviewer and/or editorial member of indexed journals, evaluation in scientific programmes, participation in evaluation panels of scientific projects and/or scientific committees of congresses, participation in governing bodies of scientific societies, as well as in the organisation of international scientific events, participation in evaluation panels of doctoral grants of the Foundation for Science and Technology, academic juries, tender juries.

V.3.5. Community service, with a weighting of 10%, considering the following assessment parameters:

V.3.5.1. Provision of services and consultancy: participation in activities for the dissemination of science and the promotion of scientific culture integrated in the mission of the University of Coimbra, namely the participation and implementation of projects, as well as the provision of specialized services with other institutions or companies, provision of scientific consultancy services to R&D companies, participation in the

creation of spin-offs, development of clinical research in clinical departments of hospitals, with consideration given to the dimension, diversity, scientific-technological level and innovation of the research.

V.3.5.2. Intellectual property: namely authorship and co-authorship of patents, models, trademarks or industrial designs, considering their nature, territorial scope, scientific and technological level and the results obtained;

V.3.5.3. Active participation in obtaining funding as responsible Researcher, both from national and international funds.

V.3.6. Quality of the scientific project in the subarea for which the tender is open, with a weighting of 15%

VI – Selection process

VI.1. Preliminary meeting

VI.1.1. In the preliminary meeting the Jury will verify the requirements for admission of the applications, prepare the list of admitted and excluded candidates, and proceed to the evaluation in absolute merit, in accordance with the provisions in V.2.

VI.1.2. The list of admitted and excluded candidates shall be notified to the candidates in due respect for their right to a fair hearing, pursuant to Article 121 of the Código do Procedimento Administrativo [CPA - Code of Administrative Proceedings]

VI.1.3. If any allegations are made by the candidates, the Jury will meet to discuss them and the interested parties will be notified of the Jury's decision

VI.1.4. The list of admitted and excluded candidates shall be approved by the Rector after the conclusion of the preliminary meeting or after the conclusion of the assessment and allegations, should these take place. The Rector may appeal against the ratification decision under the terms of the general law.

VI.2. Assessment meeting

VI.2.1. If no candidates are excluded, the Jury also evaluates in the assessment meeting the candidates admitted with absolute merit and draws up the final ranking list.

VI.2.2. If during the admission meeting the jury decides to exclude any candidate, after the period for public hearing an evaluation meeting must be held in order to evaluate the admitted candidates and to draw up the final classification list as well as the final report.

VII – Ranking and voting procedure:

VII.1. After the debate on the candidates towards establishing a final deliberation about the ranking, each member of the Selection Committee will present a written document, which will be attached to the meeting minutes with their individual ranking proposal, based on the selection criteria and evaluation parameters stated in this Public Notice. Throughout the various vote rounds, each member of the Selection Committee must respect their proposed rankings.

VII.2. The first vote round is intended to select the candidate to be ranked in the first place. If a candidate obtains more than half of the votes, they shall be placed in the first position. If this is not the case, candidates with no votes shall be eliminated, as well as the candidate with the least votes, provided the latter obtained at least one vote. In the event of more than one candidate being placed in the last position with only one vote, there shall be a vote to decide whom to eliminate. In this vote round, committee members shall vote on the candidate who had the lowest score according to their individual ranking, and the candidate who obtains the most votes shall be eliminated. If a tie persists between two or more candidates, the Selection Committee Chairman shall decide which candidate should be eliminated.

After this process, the Selection Committee shall vote on the ranking of the remaining candidates. This process is repeated until one of the candidates obtains more than half of the votes for the first place.

VII.3. The candidate placed in the first position shall then be excluded from the next vote round, which shall decide the second place. This process shall be consecutively repeated until all approved candidates are ranked.

VII.4. During the voting of the Selection Committee abstentions are not allowed.

VIII – Notification of candidates

VIII.1. Candidates shall be notified of the list of admitted and excluded candidates and of its approval, of the Draft Final Ranked List, of the Final Report and of the act of approval of the final ranking list, by registered mail and by electronic mail or through electronic notification automatically generated by a system included on a web site belonging to the UC, the electronic platform for the management of tender procedures of the University of Coimbra - Apply UC - with the prior consent of the notifyee, under the terms of no. 5 of art. 26 and no. 3 of art. 27 of the ECIC and no. 4 of art. 27 and no. 3 of art. 29 of the RRCPSPICUC.

VIII.2. Candidates may, if they wish, appeal against the list of admitted and excluded candidates and the final ranking list draft, under the terms set forth in article 121 of the Portuguese Code of Administrative Procedure (CPA). The deadline begins on the date of the announcement's display and publication, under the terms foreseen in no. 8 of article 113 of the CPA.

VIII.2. The full application process can be consulted by the candidates, by appointment, requested by e-mail to the address of the Human Resources Management Service: sgrh@uc.pt.

IX – Selection Committee:

According to notice no. 13101/2022, published in Diário da República, 2nd Series, no. 126, of 1 July, the selection board is established as follows:

Chairman:

Amílcar Celta Falcão Ramos Ferreira, Full Professor and Rector of the University of Coimbra

Committee members:

Cecília Maria Pereira Rodrigues, Full Professor of the Faculty of Pharmacy of the University of Lisbon;

Paulo de Carvalho Pereira, Coordinating Researcher at NOVA Medical School, University of Lisbon;

Cecília Maria Arraiano, Coordinating Researcher at the Institute of Chemical and Biological Technology António Xavier;

Catarina Isabel Neno Resende Oliveira, Emeritus Full Professor, Faculty of Medicine, University of Coimbra;

João António Nave Laranjinha, Full Professor, Faculty of Pharmacy of the University of Coimbra;

Carlos Manuel Robalo Cordeiro, Full Professor, Faculty of Medicine of the University of Coimbra;

Carlos Jorge Alves Miranda Bandeira Duarte, Full Professor, Department of Life Sciences of the Faculty of Sciences and Technology of the University of Coimbra.

In the event of absences or impediments of the Chair he/she shall be replaced by Luís José Proença de Figueiredo Neves, Full Professor and Vice Rector of the University of Coimbra, whom shall be replaced, likewise, by the Committee member Catarina Isabel Neno Resende Oliveira, Emeritus Full Professor, Faculty of Medicine, University of Coimbra

The present Notice has been drawn up for the record and shall be published in the 2nd series of *Diário da República*, on the Public Employment Pool (BEP), and in Portuguese and English on the online platform Apply UC and EURAXESS Portugal, at <https://www.euraxess.pt/>.

Pursuant to subparagraph h) of Article 9 of the Portuguese Constitution, the Public Administration, as employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional development, and takes action to prevent each and every kind of discrimination.

University of Coimbra

The Chairmain, *Luís Neves*

Assinado por: **Luís José Proença de Figueiredo Neves**
Num. de Identificação: 04354727
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Absolute Merit Assessment

Applicants who have an overall curriculum that the jury deems appropriate for the job to be held are approved with Absolute Merit, namely, merit of the candidates' scientific and technical work, as well as experience and training, compatible with the category and scientific area for which the competition is open, always taking into account, for this assessment, the following reference criteria

<p>PROFILE 1</p> <p>Scientific area of Medical and Health Sciences, subarea of Neuropharmacology of the endocannabinoid system</p>	<ul style="list-style-type: none">i. To have published at least 45 original scientific research articles in journals indexed in the Web of Science – Core Collection, with a minimum h-factor of 25.ii. To have more than 2500 citations and a sum of impact factor (IF) equal to or greater than 200. The impact factor to consider will correspond to the year of publication, or, in the case of recent publications, to the of the last year disclosed.iii. To have been Scientific Advisor of at least two PhD thesis and five Master's thesis.iv. To have demonstrated professional experience in international research institutions for a minimum period of 3 years
<p>PROFILE 2</p> <p>Scientific area of Medical and Health Sciences, sub-area of Microbiology</p>	<ul style="list-style-type: none">i. To have published at least 50 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h factor of 20.ii. To have been a Principal Investigator in at least 5 scientific projects with competitive funding in the last 10 years.iii. To have been scientific supervisor or co-supervisor in at least 5 Doctoral Thesis, 8 Master's thesis and 3 Post-Doctorates, all completed.iv. To be a co-inventor of at least one international patent.
<p>PROFILE 3</p> <p>Scientific area of Medical and Health Sciences, sub-area of Enzymology and pathogen-host interaction</p>	<ul style="list-style-type: none">i. To have published at least 25 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 13.ii. To have more than 500 citations (Web of Science) and a sum of impact factor (IF) equal to or greater than 130. The impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed;

	<ul style="list-style-type: none"> iii. To be the author or co-author of at least 4 patents in the areas of Protein Biochemistry, Enzymology and Biotechnological Applications of Proteases. iv. To have been the main scientific advisor of at least 3 PhD thesis and at least 10 Master's thesis; v. To have at least 8 years of experience in organizing and teaching courses/modules in doctoral programs and master's programs; vi. To be responsible for raising competitive funding, in at least 2 projects, as Principal Researcher
<p style="text-align: center;">PROFILE 4 Scientific area of Medical and Health Sciences, sub-area of Cellular Metabolism and Bioenergetics</p>	<ul style="list-style-type: none"> i. To have published at least 200 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 40. ii. As an alternative to the provisions of the previous point, to have more than 2500 citations and a sum of impact factor (IF) equal to or greater than 250. The impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed.
<p style="text-align: center;">PROFILE 5 Scientific area of Medical and Health Sciences, subarea of Stem Cell Biotechnology</p>	<ul style="list-style-type: none"> i. To have published at least 25 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h factor of 10. ii. To be the author or co-author of at least two patents; iii. To have been the main supervisor in at least 4 doctoral thesis and 2 master thesis. iv. To have at least 10 years of experience in organizing and teaching courses/modules for doctoral and master's programs. v. To have obtained competitive funding in at least 2 projects as Principal Researcher
<p style="text-align: center;">PROFILE 6 Scientific area of Medical and Health Sciences, sub-area of Neurodevelopment and brain diseases, purinergic and glutamatergic receptors</p>	<ul style="list-style-type: none"> i. To have published at least 35 peer-reviewed scientific articles in indexed journals Web of Science - Core Collection or Scopus, with a minimum h-factor of 25. ii. To have at least one peer-reviewed scientific article, published in scientific journals with an impact factor greater than 40, corresponding to the year of publication, or, in the case of recent publications, the year of the last published year. iii. To have been scientific advisor in at least 3 PhD thesis.

	<ul style="list-style-type: none"> iv. To have professional experience in international research institutions for a minimum period of 3 years.
<p style="text-align: center;">PROFILE 7</p> <p>Scientific area of Medical and Health Sciences, sub-area of Systems and Computational Biology and applications to Redox Biology</p>	<ul style="list-style-type: none"> i. To have published at least 20 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h factor of 12. ii. One of the articles mentioned in the previous point must have been published in a journal with an impact factor greater than 40. iii. To have at least 4 publications as first or last author with 40 or more citations each, and a sum of impact factor (IF) for 4 articles as first or last author equal to or greater than 70 .The impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed. iv. To have been the main supervisor of at least 3 successfully completed Doctoral Thesis and supervised by at least 6 post-doctoral researchers. v. To have been the responsible Researcher of at least 2 funded projects
<p style="text-align: center;">PROFILE 8</p> <p>Scientific area of Medical and Health Sciences, sub-area of Diabetes and its complications</p>	<ul style="list-style-type: none"> i. To have published at least 80 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 30. ii. As an alternative to the previous point, to have more than 2900 (Scopus) citations and a sum of impact factor (IF) equal to or greater than 350. The impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed. iii. To have experience working in international laboratories and fundraising for projects as a Principal Investigator iv. To have supervised at least 12 Master's thesis, 10 PhD thesis, 20 post-doctoral and 25 European Foundation for the Study of Diabetes Student Fellowships. v. To have at least 1 year of experience in organizing and teaching university courses/modules in doctoral programs and master's programs; vi. To demonstrate ability to raise competitive national funding, namely funding from the FCT, SPD, SPT and INFARMED, as well as international funding,

	including from the NIH, Diabetes UK, European Foundation for the Study of Diabetes (EFSD), MSC-ITN), such as Principal Investigator on at least 10 projects.
<p>PROFILE 9</p> <p>Scientific area of Medical and Health Sciences, sub-area of Nuclear magnetic resonance for metabolic studies</p>	<ul style="list-style-type: none"> i. To have published at least 100 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 25 ii. To have at least two patents granted. iii. To have been Principal Researcher of at least two projects funded by international funding agencies
<p>PROFILE 10</p> <p>Scientific area of Medical and Health Sciences, sub-area of Mass spectrometry, biomarkers, quantitative methods and development and validation of analytical methods</p>	<ul style="list-style-type: none"> i. To have published at least 80 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 20. ii. To have more than 2200 citations and a sum of impact factor (IF) equal to or greater than 435. The impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed. iii. To have experience in services performed and as a laboratory manager under the ISO 9001 standard iv. To have experience in coordinating at least one node of a network included in the National Infrastructure Roadmap v. To have been Principal supervisor in at least 20 Master's thesis and in two Doctoral thesis vi. To be recognized as an expert and responsible for a reference laboratory for the mass spectrometry industry vii. To have raised competitive funding as Principal Researcher in at least 3 FCT projects and have participated as Co-Principal Researcher in FCT projects.
<p>PROFILE 11</p> <p>Scientific area of Medical and Health Sciences, sub-area of High-throughput screening with genomic libraries</p>	<ul style="list-style-type: none"> i. To have published at least 30 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 20. ii. As an alternative to the previous point, to have more than 2000 citations and a sum of impact factor (IF) equal to or greater than 300. The impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed. iii. To have been a Principal Researcher in at least 3 funded projects.

	<ul style="list-style-type: none"> iv. To have been a co-inventor of at least 1 International patent.
<p style="text-align: center;">PROFILE 12</p> <p>Scientific area of Medical and Health Sciences, sub-area of Management of Bio-imaging Technological Platforms applied to Biomedicine and Biotechnology</p>	<ul style="list-style-type: none"> i. To have published at least 30 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 15. ii. To have experience of at least 10 years in the coordination and management of optical microscopy platforms, namely in user training and organization of advanced courses in optical microscopy and image analysis. iii. To have had at least one FCT-funded project as Principal Researcher. iv. To be recognized as an expert and laboratory manager in the area of microscopy.
<p style="text-align: center;">PROFILE 13</p> <p>Scientific area of Medical and Health Sciences, sub-area of Science Management and Funding in the fields of Neurosciences, Biomedicine and Biotechnology</p>	<ul style="list-style-type: none"> i. To have published at least 12 scientific articles in indexed journals Web of Science – Core Collection, in the area and/or subarea(s) for which the competition is open. ii. To have experience of at least 8 years in R&D Management and Financing, at pre- and post-project levels (pre/post-award), with at least 3 years in the coordination of a Research Financing and Project Management Office or equivalent support structure, including its implementation. iii. To demonstrate a significant contribution, resulting from the exercise of R&D management and financing activities, in the preparation and consequent raising of competitive funding for projects of an institutional nature in (i) regional contexts: have at least 1 project with a value equal to or greater than EUR 1 million in, for example, Integrated IC&DT or Highly Skilled Human Resources Programs; (ii) national: at least 1 project from the FCT assessment exercises within the scope of the Multiannual Program for Financing R&D Units and/or Assigning the Status and Financing of Associated Laboratories; and (iii) international: at least 1 project worth EUR 2 million or more in actions to coordinate and support the Horizon 2020 framework programme, namely Widening actions. iv. To have experience in preparing applications for projects initiated by the researcher or research

	<p>group(s), at a national level (namely, competitions promoted by the FCT and the managing entities of structural funds) and internationally (in particular, competitions for the framework programs "Horizonte 2020" and "Horizon Europe"), demonstrable through performance indicators and results</p> <p>v. To have participated in the preparation and organization of at least 3 tutorials/information sessions on specific funding programs and competitions.</p>
<p>PROFILE 14 Scientific area of Medical and Health Sciences, sub-area of other Medical Sciences</p>	<p>i. To have active and transferable funding from the European Research Council (ERC starting, consolidator or advanced Grant) or, alternatively, have published at least 30 scientific articles in indexed journals Web of Science – Core Collection, with a minimum h-factor of 20.</p> <p>ii. As an alternative to what is stipulated in the previous points, to have more than 2500 citations and a sum of impact factor (IF) equal to or greater than 150 (the impact factor corresponds to the year of publication, or, in the case of recent publications, to the last year disclosed); or evidence of leadership - corresponding author- in at least one full paper or short communication in the journal(s) Nature, Cell, Science.</p> <p>iii. To be a scientific advisor in at least 3 Master's thesis and 2 PhD thesis.</p>