

Portuguese Institute for the Sea and the Atmosphere, I.P.

Notice n.º 23699/2023

International selection for the recruitment of a PhD scientific researcher within the framework of the European Copernicus Programme, *Operation of the bio-geophysical variables systematic monitoring of the Global Land Component of the Copernicus Land Service (CGLOPS)*.

1. In accordance with Decree-Law no. 57/2016, of August 29, in its current wording, it is hereby made public that, by deliberation of the Board of Directors of IPMA, I.P., dated 27/09/2023, recorded in minutes 93/2023, the opening of the international selection recruitment procedure for hiring a PhD researcher was authorized, within the scope of the project CGLOPS - *Operation of the bio-geophysical variables systematic monitoring of the Global Land Component of the Copernicus Land Service*, with a fixed-term public employment contract for a period of three years, presumably renewable, with the aim of carrying out research activities within the mentioned project. The main objective of the project is the development of satellite-based estimates of land surface variables, their validation and verification, and the maintenance of a reliable service following CGLOPS specifications. CGLOPS activities and services are maintained by an international consortium led by VITO (Belgium).
2. The inherent functions of the job position include:
 - a. Participation in activities of the international project CGLOPS, on behalf and in coordination with the experts of IPMA, I.P.;
 - b. Contribution to the continuous improvement of satellite products, including the preparation of the respective proposals, task planning and execution;
 - c. Perform verification and validation of products developed and generated at IPMA within CGLOPS;
 - d. Contribution to the good performance of the operational production, according the specifications of the service level agreement within CGLOPS;
 - e. Prepare applications of CGLOPS satellite products, namely in areas related environmental monitoring, monitoring droughts and/or heat stress conditions.
 - f. Participation in scientific/project meetings;
 - g. Publication of national and international technological and scientific documentation associated with the project.
3. Applicable legislation:
 - a. Decree-Law No. 57/2016, dated August 29, in its current wording (RJEC);
 - b. General Labour Law on Public Functions (LTFP), approved as an annex to Law No. 35/2014, dated June 20, in its current wording;
 - c. Regulatory Decree No. 11-A/2017, dated December 29.
4. Under the terms of Article 16 of the RJEC, the present recruitment procedure is exempted from:
 - a. Authorization by the Government members responsible for the areas of Finance and Public Administration, specifically mentioned in paragraph 3 of Article 7 of the LTFP;
 - b. Obtaining the favorable prior opinion referred to in paragraph 5 of Article 30 of the LTFP; and
 - c. The recruitment procedure for workers in a professional valorization situation, as stated in Article 265 of the LTFP.

5. Admission requirements: only national, foreign and stateless candidates who hold a Ph.D. degree in an area suitable for the profile of this recruitment procedure, i.e., a Ph.D. in Computational Sciences, Physical Sciences (including Earth and Space), Mathematics, or related fields, are eligible to apply for this competition, under penalty of exclusion. Candidates who obtained the PhD in a foreign country need a Portuguese Recognition issued by a Portuguese high degree Institution, in accordance with Decree-Law No. 66/2018, of August 16. The presentation of such Recognition is mandatory for contract signature. More information can be obtained in: <https://www.dges.gov.pt/pagina/degree-and-diploma> recognition.
6. Remuneration: it is fixed in accordance with Article 15 of the RJE, in conjunction with Article 2 of Regulatory Decree Nº 11-A/2017, of December 29, corresponding to remuneration level 33: €2,228.11, before taxes monthly. In addition to the monthly remuneration, vacation and Christmas allowances are added, as well as the meal allowance, in the amount and conditions set out for workers with an employment relationship under the Labour Code.
7. Workplace: IPMA's Earth Observation Unit (NOT) of the Portuguese Institute for the Sea and Atmosphere, IPMA, located at the IPMA headquarters, at Rua C do Aeroporto de Lisboa (1749-077).
8. Contract duration: fixed-term employment contract in public functions, for a period of three (3) years, with the possibility of automatic renewal for additional one-year periods, up to a maximum duration of six years, in accordance with paragraph 2 of article 6 of Decree-Law no. 57/2016, of August 29th.
9. Under the terms of Article 5 of the RJE, the selection process is carried out through the evaluation of the scientific and technological curricular background of the candidates.
10. The evaluation of the scientific and technological curricular background focuses on the relevance and quality of the scientific career (scientific production and research experience) in the last five years, as expressed in the curriculum vitae, and its suitability for the proposed work plan.
11. The five-year period mentioned in the previous paragraph may be extended by the jury, at the candidate's request, when justified by a suspension of scientific activity due to socially protected reasons, such as parental leave, prolonged serious illness, and other legally protected reasons of unavailability for work.
12. The following are particularly valued:
 - a. Experience in the analysis of large Earth Observation Satellites' data records and/or large datasets of climate or numerical weather prediction models.
 - b. Experience in using satellite observations to derive land surface variables or parameters, or in modelling land-atmosphere interaction in earth system models.
13. The evaluation of the scientific and academic background is expressed on a scale of 1 to 20 points, with candidates scoring below 9.5 points being excluded. The evaluation is based on the following criteria and weights:
 - a. Scientific or technological production in areas related to this job position in the past five years, considered relevant by the candidate (5 points).
 - b. Applied research activities or practice-based research conducted in the past five years, considered of greater impact by the candidate, namely (12 points):
 - i. Proven experience in high-level programming languages (particularly Python, C/C++, and FORTRAN);
 - ii. Experience in using large datasets of climate models and/or Earth Observation satellites;
 - iii. Experience in numerical modelling the Earth System, or in processing of satellite data in High-Performance Computing environment.
 - c. Dissemination activities carried out in the past five years, within the scope of related areas

- to this competition (Geophysical Sciences, Meteorology, Physics) (2 point).
- d. Management activities in science, technology, and innovation programs (1 point).
14. The evaluation of the candidate's scientific and curricular path can be completed by interview, if the jury so decides. The interview does not constitute a selection method and is not classified, aiming only to obtain clarifications or explanations of elements contained in the candidate's curricula.
15. In accordance with Article 13 of the RJEC, the jury has the following composition:
- a. President: Isabel Trigo – PhD and Coordinator of the Earth Observation Unit (NOT), IPMA;
 - b. Effective members:
 - i. Emanuel Dutra, Ph.D., NOT, IPMA;
 - ii. Sofia Ermida, Ph.D, NOT, IPMA;
 - c. Alternate members:
 - i. Célia Gouveia, Ph.D., NOT, IPMA;
 - ii. Rita Durão, Ph.D., NOT, IPMA.
16. The Jury deliberates through nominal vote in accordance with the adopted and disclosed selection criteria, and abstentions are not allowed.
17. Minutes are drawn up during the jury meetings, which contain a summary of what has occurred during the meetings, as well as the votes cast by each member and their respective justifications. These minutes will be provided to the candidates upon request.
18. The final decision of the jury will be approved by the Board of Directors of IPMA, I.P..
19. The deadline for submitting applications to the procedure is 20 working days, counting from the day following the publication of this notice on the Public Employment Exchange (BEP).
20. The application is accompanied by supporting documents for the conditions required for admission to this competition, namely:
- a. Candidacy form provided on the IPMA, I.P. website, expressly indicating the reference of this notice;
 - b. Copy of certificate or diploma attesting the degree of Doctor (or equivalent);
 - c. Detailed curriculum vitae;
 - d. Letter of motivation;
 - e. Other relevant documents that the candidate deems relevant for the assessment of their scientific and curricular path, including reference letters.
21. Candidates submit the documents in digital format, in PDF format, to the email address recrutamento@ipma.pt.
22. The following will be excluded from the procedure: candidates who incorrectly formalize their application or fail to provide evidence of the requirements demanded in this competition will be excluded from admission; candidates who do not submit the application form, fail to submit the required documentation, or submit illegible, incorrectly filled out, or invalid documentation will also be excluded; candidates without a PhD in the areas defined in Paragraph 5. The jury reserves the right to require any candidate, in case of doubt, to present supporting documents for their declarations.
23. False statements made by candidates will be punished by law.
24. The list of admitted and excluded candidates, as well as the final classification list, will be published on the website <http://www.ipma.pt/pt>. Candidates will be notified by email with a delivery receipt of the notification.
25. Under the terms of Article 121 of the Code of Administrative Procedure, after notification, candidates have 10 working days to comment in writing. Within 90 days, counting from the deadline for submission of applications, the final decisions of the jury will be approved.
26. This competition is exclusively intended for filling the indicated vacancy and may be terminated

until the final ranking list of candidates is approved, becoming void upon the occupation of the position being offered.

27. IPMA, I.P., actively promotes a policy of non-discrimination and equal opportunities in employment, in accordance with Article 9 of the Constitution, ensuring equal access to employment opportunities.
28. The jury approved this notice during the meeting held on 17/11/2023.