



IMMUNOHUB ERA CHAIR

D2.1

Report on the recruitment of the ERA Chair holder



The project ImmunoHUB received funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement no. 951921

Report on the recruitment of the ERA Chair holder

ImmunoHUB Deliverable D2.1

| Project Documentation Sheet | |
|----------------------------------|---|
| Project | An Immunological Hub of Excellence in Porto tailored to fulfil the ERA Priorities |
| Acronym | ImmunoHUB |
| Grant Agreement nº | 951921 |
| Call identifier | H2020-EU.4. C. - ESTABLISHING 'ERA CHAIRS' WIDESPREAD-06-2020 - ERA CHAIRS |
| Start date of the project | 1.1.2021 |
| Duration | 72 month |
| Project Officer | Costanza Conte |
| Coordinator | Nuno Alves (IBMC) |
| Partners | Instituto de Biologia Molecular e Celular- IBMC |

| Deliverable Documentation Sheet | |
|----------------------------------|---|
| Number of deliverable | D2.1 |
| Title | Report on the recruitment of the ERA Chair holder |
| Related WP | WP2. Recruitment of the ERA Chair holder and team |
| Lead Beneficiary | IBMC |
| Author(s) | Nuno Alves |
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| Nature of the deliverable | Report |
| Dissemination level | Public |
| Due Date | 31 October 2021 (M9) |
| Date of submission | 28 October 2021 (M10) |
| Status of the document | 1 st draft by Nuno Alves on 25 October 2021 2 nd draft by Margarida Saraiva on 25 October 2021 3 rd draft by Paulo Gomes on 27 October 2021 Validated by coordination team on 29 October 2021 |
| Version | Version 1.0 |

Index

| | |
|--|-----------|
| Index | 2 |
| Executive summary | 3 |
| 1. Announcement of the international tender for the selection of the ImmunoHUB ERA Chair Holder | 4 |
| 1.1. Pre-Recruitment Phase..... | 4 |
| 1.2. Recruitment phase..... | 5 |
| 2. Recruitment Procedure of the ERA Chair Holder | 6 |
| 3. Application Procedure of the ERA Chair Holder | 7 |
| 4. Selection Procedure of the ERA Chair Holder | 7 |
| 4.1. Composition of the Panel for Selection of ERA Chair holder | 7 |
| 4.2. Selection criteria of the ERA Chair Holder | 8 |
| 4.3. The Applicants for the position of ERA Chair Holder | 8 |
| 4.4. The seminars and interviews for the ERA Chair position..... | 9 |
| 4.5. Negotiation with top-ranked candidates..... | 9 |
| 5. Work contract of the ERA Chair holder | 10 |
| Annexes | 11 |
| Annex 1 | 11 |
| Annex 2 | 22 |
| Annex 3 | 26 |

Executive summary

Despite the existence of an established critical mass studying Infection and Immunity at IBMC-i3S, our research profile and visibility are modest at the international level. Furthermore, research in key areas of importance to the institute, such as Inflammation and Tumour Immunology, is lacking. In this context, the objective of ImmunoHUB is to recruit an experienced researcher in the broad field of Immunology, along with his/her scientific team, to establish a new research group at IBMC/i3S. The ERA Chair Holder will be recruited on a full-time basis in accordance with the national legislation, with an attractive remuneration package to make the position appealing for highly qualified researcher of excellence and experienced research manager. For that, a position for a Senior Researcher (at the level of Full Professor; a "Leading Researcher (R4)" as set out in the European Framework for Research Careers) with established long-term and international leadership position in the area of Immunology was announced. This Report details the steps of the ERA Chair Holder Recruitment Process from the announcement of the position to the selection and contract of the Senior Researcher.

1. Announcement of the international tender for the selection of the ImmunoHUB ERA Chair Holder

1.1. Pre-Recruitment Phase

A brief recruitment plan was prepared by the project coordinator with the help of the coordination team, Communication and HR Units of i3S. The expected profile of the ERA Chair Holder was reviewed, the text for the job advertisement was elaborated, and plans for the announcements and the rest of the recruitment process were made.

Before the official opening of the job application, a preannouncement of the recruitment process was published. It included a short but clear description of the project and its aims, and of what is expected from the ERA Chair Holder, offered conditions, application requirements and details on how to apply. It also included general information on the host institute (IBMC/ i3S) and the city (Porto).

This information was disseminated on the ImmunoHUB website version 1.0 (D6.3), which was launched in December 2020 (http://erachairs.i3s.up.pt/?page_id=904). E-mails were also sent internally and to mailing lists within national and international research institutions.

The IBMC/i3S social media accounts were used to promote the preannouncement. The institution's accounts already have a large audience and using them ensured that the message is received by a wide range of candidates. Multimedia materials were developed - video and images - to be disseminated on our social networks:

- Facebook:
 - January 18, 2021
 - <https://www.facebook.com/watch/?v=1872520899573466>
- LinkedIn:
 - January 18, 2021
 - <https://www.linkedin.com/feed/update/urn:li:activity:6756913194050101248>
- Twitter:
 - January 18, 2021
 - https://twitter.com/i3S_UPorto/status/1351273156946886656

The posts registered a total of 4 934 impressions, with 167 engagements and 555 video views.

To optimize the sharing and repost of content, it was used the hashtags #H2020, #HorizonEU, #ERACHairs and #ImmunoHUB and the handlers @EU_H2020 and @i3S_UPorto, H2020.

1.2. Recruitment phase

The HR and Communication Units of i3S had a crucial role in this phase. The Communication & Dissemination Plan (D6.2) was established to outline the communication and dissemination activities to be undertaken and the means to ensure that the public announcement of the ERA Chair recruitment process reached all potential candidates. The plan included strategies to maximize the dissemination through multiple communication channels, as explained above.

A Communication Toolkit (D6.1) was designed to establish the identity of the ImmunoHUB ERA Chair Action, in order to improve both internal and external communication. This toolkit included the visual identity (brand identity, logo, templates for documents, style guide, posters and other materials) and communication and dissemination material (preparation of digital and printed materials tailored to each targeted audience).

The opening notice for the International procedure to select a Group Leader/Senior Researcher (Annex 1) was opened from February 1st, 2021 to May 31st, 2021. The job advertisement for the ERA Chair Holder position was disseminated at a global scale.

The ImmunoHUB website was updated (January 2021, version 1.1) with more details of the application procedures. This version aimed only to expedite the recruitment process, gathering all the information relevant for applicants and sharing it in a clear and appealing form.

Several publications were made in established online databases for specialised scientific recruitment:

- EATRIS Official Twitter (<https://twitter.com/EatrisEric>)
 - <https://twitter.com/EatrisEric/status/1356638872696999940>
- LinkedIn
 - Group i3S Alumni
 - [Group Portuguese Expats / Companies / Opportunities](#)
 - <https://www.linkedin.com/groups/3823602/>

The IBMC/i3S social media accounts were used again to promote the position with the same hashtags and handlers to maintain the continuity of what had already been published:

- February 2, 2021
- <https://www.facebook.com/i3s.uporto/photos/3549638295163505/>
- March 9, 2021
- <https://www.facebook.com/i3s.uporto/posts/3643168769143790>

- May 5, 2021
- <https://www.facebook.com/i3s.uporto/posts/3805216669605665>
- LinkedIn:
 - February 2, 2021
 - <https://www.linkedin.com/feed/update/urn:li:activity:6762345880990334976>
 - March 22, 2021
 - <https://www.linkedin.com/feed/update/urn:li:activity:6779785934603915264>
- Twitter:
 - February 2, 2021
 - https://twitter.com/i3S_UPorto/status/1356582296678195202

The posts registered a total of 21 598 impressions, with 666 engagements.

2. Recruitment Procedure of the ERA Chair Holder

The ERA Chair Holder recruitment procedure was an open, transparent and merit-based recruitment process, based on the guidelines of the *European Charter for Researchers and the Code of Conduct for their recruitment*. The recruitment process followed the general data protection and regulation guidelines - GDPR -, and was in line with the *Equal Opportunities standard* in the evaluation of the applicants. This compliance guaranteed a fair evaluation and the non-discrimination of the applicants, independently of their sex, age, ethnic, national or social origin, religion, sexual orientation, language, disability, political opinion, social or economic condition.

The ERA Chair Holder was offered:

- A 5-year contract as Research Coordinator, research equivalent to Full Professor;
- A Group leader position at i3S;
- Human resources: salaries for up to 3 researchers, 2 technicians and 1 project manager.
- Laboratory space for up to 10 team members;
- €200.000 start-up package, small equipment;
- €150.000 start-up package, including meeting attendance and organization, travelling and publications;
- Provisional free access to i3S platforms;
- Allocated funds for relocation, and support in issues concerning housing, legal/immigration issues, spouse's employment, kindergarten/schooling.

The general requirements and specific criteria for admission to the selection were:

- Consolidated experience as Independent Researcher in Immunology
- Competitive CV and proven record of effective leadership

- Renowned international reputation in the area of Immune Development, Inflammation, Immunological Memory, Tumour Immunology, Immune Pathogenesis
- Experience in securing, managing and coordinating international projects
- Excellent science communicator and experience in Mentoring Young Scientists
- Experience in post-graduate teaching at the MSc and PhD levels

3. Application Procedure of the ERA Chair Holder

The application consisted of the following documents (written in English):

- a) Detailed curriculum vitae, taking into consideration the evaluation criteria defined in (7); page limit: 15 pages.
- b) 5-year research plan, including the new Research Group designation; page limit: 5 pages.
- c) Letter of motivation, outlining the rationale for the integration at the Host Interaction and Response research program and the expected support received from IBMC-i3S; page limit: 4 pages
- d) Copy of PhD certificate or diploma.

Candidates formalized their application by filling in the requested fields and presenting the supporting documents, mandatorily in digital format (PDF format), between February 1st and May 30th 2021 at the link:

http://www.ibmc.up.pt/gestaocandidaturas/index.php?codigo=Researcher/UE_ERACHAIR2020/IBMC/0102_02/2021

4. Selection Procedure of the ERA Chair Holder

Below is detailed the selection procedure of the ERA Chair Holder.

4.1. Composition of the Panel for Selection of ERA Chair holder

According to the Portuguese Law, the Selection panel must have a maximum of 5 members. These were selected to include the coordinator of the project, the selected Vice-Presidents of IBMC and member of the board of i3S, a member of the board of i3S that is the coordinator of the i3S

research program where the ERA Chair holder will be integrated and two members of the i3S Scientific Committee, being one the current Vice-Rector of University of Porto.

Specifically, the selection jury had the following composition:

- Chairman: Nuno Alves (Coordinator of the Project, i3s group leader)
- Member of the Board: Paula Tamagnini (Vice-President, i3S, i3s group leader)
- Member of the Board: Didier Cabanes (Vice-President, i3S; Member of the Scientific Committee i3S; Coordinator, Program on Host and Interaction Response, i3s group leader)
- Member of the Board: Margarida Saraiva (Member of the Scientific Committee i3S, i3s group leader)
- Member of the Board: Pedro Rodrigues (Member of the Scientific Committee i3S, vice-rector University of Porto, i3s group leader)

4.2. Selection criteria of the ERA Chair Holder

The following selection criteria were followed, each with the indicated weight:

- Record of high-impact publications in Immunology (20%);
- Track-record in securing and managing competitive funding (15%);
- 5-year research plan (15%)
- Expected contribution to i3s, in particular to the Host Interaction and Response Research Program (10%)
- Experience in leading research groups (10%);
- Mentoring experience and commitment to professional development of mentees (5%);
- Collaborative projects/consortia with industry research or development groups (5%);
- Experience in dissemination within the research community (conference organization and invited talks) and wider society (5%);
- Letter of motivation (5%)

A short-list of the top 4 candidates, following the criteria detailed above was drawn by the jury and applicants were invited to an interview (10%) and a seminar.

The final classification system for candidates is expressed on a scale from 0 to 100.

The jury deliberated by means of a nominal vote based on the selection criteria adopted and disclosed, with no abstentions (Annex 2). Minutes of the jury meetings were drawn, containing a summary of what occurred, as well as the votes casted by each of the members and the respective reasons, being provided to the candidates whenever requested.

4.3. The Applicants for the position of ERA Chair Holder

A total of 6 candidates applied for the position:

- Ana Margarida Santos Almeida

- João Pedro Antunes Gomes Pereira
- Luísa Miranda Figueiredo
- Pedro Moura Alves
- Ricardo Alexandre Lopes Fernandes
- Sílvia Alexandra Rodrigues Mendes Ferreira

The candidates were evaluated by the Jury according to the selection criteria detailed above and a shortlist of the top 4 candidates was drawn:

- João Pedro Antunes Gomes Pereira
- Luísa Miranda Figueiredo
- Pedro Moura Alves
- Ricardo Alexandre Lopes Fernandes

4.4. The seminars and interviews for the ERA Chair position

The shortlisted candidates have been invited to an open scientific seminar at the IBMC/i3S (45 minutes presentation + 15 minutes open discussion), that was followed by a closed 60 minutes interview with the jury. Given the pandemics, only three candidates (João Pedro Pereira, Luísa Figueiredo and Pedro Moura Alves) delivered their seminar and were interviewed on site at the IBMC/i3S. The fourth candidate delivered his seminar and attended his interview by video-conference. All seminars were available to the IBMC/i3S community by streaming. The dates and organization of each of the seminars/interviews is provided in Annex 3.

After the seminars and interviews were completed, the members of the jury discussed privately each of the candidates and their presentations, experience, motivation to work on the project, and their focus on the ImmunoHUB goals.

Following this discussion, the candidates were ranked as follows:

- 1° - João Pereira – classificação – 91/100
- 2° - Luísa Figueiredo – classificação – 86 /100
- 3° - Pedro Alves – classificação – 75/100
- 4° - Ricardo Fernandes – classificação – 69/100
- 5° - Sílvia Ferreira - classificação – 47/100
- 6° - Ana Almeida – classificação – 44/100

4.5. Negotiation with top-ranked candidates

João Pereira was offered the position as the ERA Chair holder. However, due to personal and family reasons, he cordially declined the position.

The position was subsequently offered to Luísa Figueiredo. However, due to additional requirements by the candidate, which were not offered in the application and were not possible to be offered, she cordially declined the position.

Pedro Moura Alves accepted the position provided a satisfactory site visit to the i3S. This visit was scheduled for October 7th and 8th. Pedro Moura Alves accepted the contract to become the ERA Chair Holder in October 11th, 2021.

5. Work contract of the ERA Chair holder

Within the following 90 days of the submission of applications deadline the list of admitted and excluded candidates as well as the final ranking list are published on the website of the institute www.ibmcc.up.pt at Open Positions, and the candidates will be notified by email (Annex 2).

After publication of the results, candidates had 10 working days to comment.

No claims were addressed to the jury. Within the following 30 days of the publication of the results, the final decisions of the jury were issued by the Board of the Institute and published on the IBMC/i3S webpage, at www.ibmcc.up.pt at Open Positions.

The admission process of Pedro Moura Alves at the institute started on September 21st, 2021 and the working contract signed on the 29th of October will start on January 1st 2022.

Annexes

Annex 1

Annex I

OPENING NOTICE FOR THE INTERNATIONAL PROCEDURE TO SELECT
A GROUP LEADER/SENIOR RESEARCHER

Internal Reference: Researcher/UE_ERACHAIR2020/IBMC/0102_02/2021

The IBMC/i3S opens an international tender procedure for the selection of 1 Group Leader/Senior Researcher - The ERA Chair Holder (at the level of "Leading Researcher (R4)" as set out in the European Framework for Research Careers), within the scope of the project "An Immunological Hub of Excellence in Porto tailored to fulfil the ERA Priorities"(ImmunoHUB, ref: 951921), funded by the European Commission Horizon 2020, under the call H2020-Widespread-2018-2020, coordination and support action.

1. Project summary and / or tasks to be developed

The mission of an ERA Chair in Immunology (ImmunoHUB) is to create a Platform of excellence in research and innovation at IBMC-i3S (Portugal). Cancer, infectious diseases, autoimmunity and neurodegenerative disorders are major problems affecting our society. These pathologies are studied at IBMC-i3S and result in in part from deregulated immune responses, which makes Immunology a core pillar in our institute. The ImmunoHUB action will (1) project Immunology at IBMC-i3S towards the forefront of basic and translational biomedical research, (2) provide knowledge of fundamental and economical value, (3) promote the finest academic practices to train the next generation of Immunologists and (4) widen public awareness for the importance of Immunology. Taking advantage of our high-quality scientific, technological, administrative and governance structures, we have set a comprehensive work plan to facilitate the integration and sustainability of the ERA Chair team and the implementation of the ImmunoHUB project. Together, these synergistic actions will play a pivotal role to equip Portugal with the cornerstone infrastructures and human resources of the highest level to reach scientific excellence in Biomedical Research across Europe.

For that, the ERA Chair Holder will be offered:

- 5-year contract as Research Coordinator, research equivalent to Full Professor
- Group leader position at i3S
- Human resources: salaries for 3 researchers, 2 technicians and 1 project manager
- Laboratory space for up to 10 team members
- €200.000 for small equipment
- €200.000 start-up package
- Provisional free access to i3S platforms
- Allocated funds for meeting attendance and travelling



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- Allocated funds for relocation and support concerning housing, legal/immigration issues, spouse's employment, kindergarten/schooling,).

2. Applicable legislation

- Decree no. 57/2016, of August 29, amended by Law 57/2017 of July 19, which approves a regime for hiring doctorates aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC).
- Labour Code, approved Law No. 7/2009, of February 12, in its current wording.
- Regulatory Decree nº 11-A / 2017, of December 29.

3. In accordance with article 13 of the RJEC, the selection jury is formed by the ERA Chair Recruitment Team and has the following composition:

- Chairman: Nuno Alves
- Member of the board: Margarida Saraiva
- Member of the board: Didier Cabanes
- Member of the board: Paula Tamagnini
- Member of the board: Pedro Rodrigues

4. Workplace: IBMC/i3s–Rua Alfredo Allen, 208, Porto, Portugal

5. The monthly wage is the one provided for in article 2 of Regulatory Decree nº 11-A / 2017, of December 29, corresponding to the level of Research Coordinator of the Research Career Statute, approved by Decree 124/99, of April 20, being 4.678,96 Euros.

6. General requirements and specific criteria for admission to the selection are:

- PhD Degree, preferably obtained more than 10 years before application.
- Consolidated experience as Independent Researcher in Immunology, preferably with experience of leading an independent research group for more than 3 years.
- Strong record of high-impact publications in the field of Immune Development, Inflammation, Immunological Memory, Tumour Immunology or Immune Pathogenesis.
- Renowned international reputation.
- Experience in securing competitive funding and coordinating research projects.
- Excellent science communicator and experience in Mentoring Young Scientists.
- Experience in post-graduate teaching at the MSc and PhD levels

7. The selection will be made through the evaluation of the following criteria:

- Record of high-impact publications in Immunology (20%);
- Track-record in securing and managing competitive funding (15%);
- 5-year research plan (15%)



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- Expected contribution to i3s, in particular to the Host Interaction and Response Research Program (10%)
- Experience in leading research groups (10%);
- Mentoring experience and commitment to professional development of mentees (5%);
- Collaborative projects/consortia with industry research or development groups (5%);
- Experience in dissemination within the research community (conference organization and invited talks) and wider society (5%);
- Letter of motivation (5%)

The evaluation phase will be divided into two steps. Firstly, the jury will analyze the submitted applications and elaborate a recommendation based on the candidate's profile and the alignment of the proposals with the goals of the ImmunoHUB, HIR program and IBMC-i3S. Suitable applications will then be forwarded to our External Advisory Board (EAB), who will issue a recommendation and assist on the final decision.

8. A short-list of the top 5 candidates, following the criteria detailed in (7) will be drawn by the jury and applicants will be invited to an interview (10%) and a seminar.

9. The final classification system for candidates is expressed on a scale from 0 to 100. The jury deliberates by means of a nominal vote based on the selection criteria adopted and disclosed, with no abstentions.

Minutes of the jury meetings are drawn, containing a summary of what occurred, as well as the votes casted by each of the members and the respective reasons, being provided to the candidates whenever requested.

After completing the application of the selection criteria, the jury proceeds to draw up the ordered list of successful candidates with the respective classification.

10. The final decision of the jury is approved by the top manager of the institution, who is also responsible for deciding on hiring.

11. Application:

The application will consist of the following documents (written in English):

- a) Detailed curriculum vitae, taking into consideration the evaluation criteria defined in (7); page limit: 15 pages.
- b) 5-year research plan, including the new Research Group designation; page limit: 5 pages.



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- c) Letter of motivation, outlining the rationale for the integration at the Host Interaction and Response research program and the expected support received from IBMC-i3S; page limit 4 pages
- d) Copy of PhD certificate or diploma.

Candidates formalize their application by filling in the requested fields and presenting the supporting documents, mandatorily in digital format (PDF format), between the days February 1st and May 31st of 2021 at the link:

http://www.ibmc.up.pt/gestaocandidaturas/index.php?codigo=Researcher/UE_ERACH_AIR2020/IBMC/0102_02/2021

The candidates who incorrectly formalize their application or the ones who do not prove the requirements are excluded from admission to this selection.

The jury has the power to require any candidate, in case of doubt, to present supporting documents for their statements.

False statements made by candidates will be punished by law.

12. The **list of admitted and excluded candidates** as well as the final ranking list are published on the website of the institute www.ibmc.up.pt at Open Positions, and the candidates will be notified by email.

13. After **publication of the results**, candidates have 10 working days to comment. Within the following 90 days of the submission of applications deadline, the final decisions of the jury are issued, and published on the IBMCi3S webpage, at www.ibmc.up.pt at Open Positions.

The expected start date of the contract is September 1, 2021

14. Non-discrimination and equal access policy: The IBMC/i3S actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, harmed or deprived of any right or exempt from any duty due, namely, of ancestry, age, gender, sexual orientation, marital status, family situation, economic status, education, origin or social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or race origin, territory of origin, language, religion, political or ideological beliefs and union membership.

The ERA Chair Holder will be recruited in an open, transparent and merit-based recruitment process, based on the guidelines of European Charter for Researchers and the Code of Conduct for their recruitment. The recruitment process will follow the general data protection and regulation guidelines - GDPR -, and will be in line with the *Equal Opportunities standard* in the evaluation of the applicants. This compliance will



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guarantee a fair evaluation and the non-discrimination of the applicants, independently from their gender, age, ethnic, national or social origin, religion, sexual orientation, language, disability, political opinion, social or economic condition.

15. Under the terms of D.L. nº 29/2001, of February 3, the candidate with a disability has the right of preference in case of equal classification, which prevails over any other legal preference. Candidates must declare on the application form, under an honourable pledge, the respective degree of disability, the type of disability and the means of communication / expression to be used in the selection process, under the terms of the aforementioned diploma.



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AVISO DE ABERTURA DE PROCEDIMENTO CONCURSAL DE SELEÇÃO INTERNACIONAL
PARA A CONTRATAÇÃO DE LÍDER DE GRUPO/INVESTIGADOR SENIOR

Referência Interna: Researcher/UE_ERACHAIR2020/IBMC/0102_02/2021

O IBMC / i3S abre um procedimento de concurso internacional para a seleção de 1 Líder de Grupo / Investigador Sénior - ERA Chair Holder (no nível de Investigador Coordenador - R4) conforme estabelecido no Quadro Europeu para Carreiras de Investigação, no âmbito do projeto “*An Immunological Hub of Excellence in Porto tailored to fulfil the ERA Priorities*” (ImmunoHUB, ref: 951921), financiado pela Comissão Europeia sob o tema WIDESPREAD-06-2020 (Ação de Suporte e coordenação).

1. Sumário do projeto e/ou as tarefas a serem desenvolvidas

A missão da ERA Chair em Imunologia é a de criar uma Plataforma de Excelência em Investigação e Inovação no IBMC-i3S (Portugal). O cancro, as doenças infecciosas, neurodegenerativas e autoimunes são problemas graves na nossa sociedade. Estas patologias são estudadas no IBMC-i3S e resultam em parte uma resposta imune desregulada do nosso organismo, o que faz da Imunologia um pilar básico no nosso instituto. O ImmunoHUB vai (1) projetar a Imunologia no IBMC-i3 para a primeira linha da investigação de excelência em biomedicina, (2) fornecer conhecimento de valor fundamental e económico, (3) promover as melhores práticas para a formação das próximas gerações de Imunologistas e (4) melhorar o conhecimento da população na importância da Imunologia nas nossas vidas. Alicerçados nas nossas estruturas científica, administrativa e de governação de alta qualidade, desenvolvemos um plano de trabalhos que visa facilitar a integração e sustentabilidade da equipa ERA Chair, assim como a implementação do projeto. Em conjunto, estas ações equiparão Portugal com as infraestruturas e recursos humanos de nível elevadíssimo, necessárias para alcançar um nível de excelência em Investigação Biomédica na Europa.

Para tal, o ERA Chair Holder terá:

- 5 anos de contrato como Investigador Coordenador;
- Posição de Líder de Grupo no i3S;
- Recursos Humanos: Salários para o equivalente a 3 investigadores auxiliares, 2 técnicos e 1 gestor de projeto;
- Espaço Laboratorial para uma equipa de 10 membros;
- 200 mil euros para iniciar as atividades de investigação do seu grupo;
- Acesso a custos de publicações, participação e organização de reuniões científicas.
- Acesso gratuito provisório às Plataformas do i3S;
- Acesso a custos para realocação e apoio em questões de habitação, imigração, etc.



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2. Legislação aplicável

- Decreto n.º 57/2016, de 29 de agosto, alterado pela Lei 57/2017 de 19 de julho, que aprova um regime de contratação de doutorados destinado a estimular o emprego científico e tecnológico em todas as áreas do conhecimento (RJEC).
- Código do trabalho, aprovado Lei n.º 7/2009, de 12 de fevereiro, na sua redação atual.
- Decreto Regulamentar nº 11-A/2017, de 29 de dezembro

3. Composição do júri:

Presidente: Nuno Alves
Vogal: Margarida Saraiva
Vogal: Didier Cabanes
Vogal: Paula Tamagnini
Vogal: Pedro Rodrigues

4. Local de trabalho: i3S– Rua Alfredo Allen, 208, Porto, Portugal

5. A remuneração mensal a atribuir é a prevista no artº 2 do Decreto Regulamentar nº 11-A/2017, de 29 de dezembro correspondente ao nível remuneratório previsto para a categoria de Investigador Coordenador no Estatuto da Carreira de Investigação Científica, aprovado pelo Decreto -Lei n.º 124/99, de 20 de abril, sendo de 4678,96 Euros.

6. Requisitos gerais e critérios específicos para admissão a concurso:

- Doutoramento obtido preferencialmente há mais de 10 anos antes da aplicação;
- Experiência consolidada como Investigador Independente, preferencialmente com experiência na liderança de um grupo de investigação independente por mais de 3 anos;
- Forte histórico de publicações de alto impacto nas áreas de Desenvolvimento Imunológico, Inflamação, Memória Imunológica, Imunologia Tumoral ou Patogénese Imune;
- Reputação internacional de renome;
- Forte histórico de obtenção e gestão de financiamento competitivo;
- Excelente comunicador de ciência e experiência na supervisão e aconselhamento de Investigadores Jovens;
- Experiência no ensino pós-graduado (Mestrado e Doutoramento).

7. A seleção será feita por avaliação dos seguintes critérios:

- Publicações de alto impacto na área da Imunologia (20%);
- Histórico de obtenção e gestão de financiamento competitivo (15%);
- Plano de investigação de 5 anos (15%);



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- Contribuição esperada para o Programa HIR (*Host Interaction and Response*) do IBMC-i3S (10%)
- Experiência em liderança de grupos de investigação (10%);
- Experiência na mentoria e compromisso com o desenvolvimento profissional de jovens investigadores (5%);
- Projetos/consórcios colaborativos com grupos de investigação ou desenvolvimento da indústria (5%);
- Experiência em disseminação para a comunidade científica (organização de conferências; palestras convidadas) e para a sociedade em geral (5%);
- Carta de motivação (5%).

A fase de avaliação será dividida em duas fases. Primeiramente, o júri irá analisar as candidaturas submetidas e elaborar uma recomendação com base no perfil do candidato e no alinhamento das propostas com os objetivos do ImmunoHUB, do programa HIR e do IBMC-i3S. As candidaturas adequadas serão então encaminhadas para o nosso Conselho Consultivo Externo (EAB), o qual emitirá um parecer e ajudará na decisão final.

8. Uma lista restrita dos 5 melhores candidatos, seguindo os critérios detalhados em (7), será elaborada pelo júri e os candidatos serão convidados para uma entrevista (10%) e um seminário.

9. O sistema de classificação final dos candidatos é expresso numa escala de 0 a 100. O júri delibera através de votação nominal fundamentada de acordo com os critérios de seleção adotados e divulgados, não sendo permitidas abstenções. Das reuniões do júri são lavradas atas, que contêm um resumo do que nelas houver ocorrido, bem como os votos emitidos por cada um dos membros e respetiva fundamentação, sendo facultadas aos candidatos sempre que solicitadas. Após conclusão da aplicação dos critérios de seleção, o júri procede à elaboração da lista ordenada dos candidatos aprovados com a respetiva classificação.

10. A deliberação final do júri é homologada pelo dirigente máximo da instituição a quem compete também decidir da contratação.

11. Formalização das candidaturas:

A candidatura consiste nos seguintes documentos (redigidos em inglês):

- a) Curriculum vitae detalhado, tendo em consideração os critérios de avaliação definidos em (7); limite: 15 páginas.
- b) Plano de investigação de 5 anos; incluindo o nome do novo Grupo de Investigação; limite: 5 páginas.
- c) Carta de motivação, expressando as razões para a integração no Programa HIR e o suporte esperado do IBMC-i3S; limite: 4 páginas.



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d) Cópia do certificado ou diploma de doutoramento.

Os candidatos formalizam a sua candidatura preenchendo os campos, obrigatoriamente em suporte digital, em formato de PDF, entre os dias 1 fevereiro e 31 de maio de 2021 no link:

http://www.ibmc.up.pt/gestaocandidaturas/index.php?codigo=Researcher/UE_ERACH_AIR2020/IBMC/0102_01/2021

São excluídos da admissão ao concurso os candidatos que formalizem incorretamente a sua candidatura ou que não comprovem os requisitos exigidos no presente concurso. Assiste ao júri a faculdade de exigir a qualquer candidato, em caso de dúvida, a apresentação de documentos comprovativos das suas declarações.

As falsas declarações prestadas pelos candidatos serão punidas nos termos da lei

12. A lista de candidatos admitidos e excluídos bem como a lista de classificação final são publicitadas na página eletrónica do instituto www.ibmc.up.pt (Open Positions), sendo os candidatos notificados por e-mail.

13. Após publicação dos resultados, os candidatos têm 10 dias úteis para se pronunciar. Nos 90 dias seguintes à data limite de apresentação de candidaturas, são proferidas as decisões finais do júri, a publicar no site do IBMC, www.ibmc.up.pt

A data prevista para início de contrato é 1 de setembro de 2021

14. Política de não discriminação e de igualdade de acesso: O IBMC promove ativamente uma política de não discriminação e de igualdade de acesso, pelo que nenhum candidato/a pode ser privilegiado/a, beneficiado/a, prejudicado/a ou privado/a de qualquer direito ou isento/a de qualquer dever em razão, nomeadamente, de ascendência, idade, sexo, orientação sexual, estado civil, situação familiar, situação económica, instrução, origem ou condição social, património genético, capacidade de trabalho reduzida, deficiência, doença crónica, nacionalidade, origem étnica ou raça, território de origem, língua, religião, convicções políticas ou ideológicas e filiação sindical.

O ERA Chair Holder será recrutado através de um processo de recrutamento aberto, transparente e baseado no mérito, com base nas diretrizes da Carta Europeia para Investigadores e do Código de Conduta para o seu recrutamento. O processo de recrutamento seguirá as diretrizes gerais de proteção e regulamentação de dados - GDPR - e estará em linha com o padrão de Igualdade de Oportunidades na avaliação dos candidatos. Este cumprimento garantirá uma avaliação justa e a não discriminação dos

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candidatos, independentemente do seu género, idade, origem étnica, nacional ou social, religião, orientação sexual, idioma, deficiência, opinião política, condição social ou económica.

15. Nos termos do D.L. nº 29/2001, de 3 de fevereiro, o candidato com deficiência tem preferência em igualdade de classificação, a qual prevalece sobre qualquer outra preferência legal. Os candidatos devem declarar no formulário de candidatura, sob compromisso de honra, o respetivo grau de incapacidade, o tipo de deficiência e os meios de comunicação/expressão a utilizar no processo de seleção, nos termos do diploma supramencionado.



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Annex 2

ANNEX II



RESULTADOS DO PROCEDIMENTO CONCURSAL DE SELEÇÃO
INTERNACIONAL PARA A CONTRATAÇÃO DE DOUTORADO(A)
AO ABRIGO DO DECRETO-LEI N.º 57/2016, DE 29 DE AGOSTO, ALTERADO
PELA LEI Nº 57/2017, DE 19 DE JULHO PELO IBMC

Refª Interna: Researcher/UE_ERACHAIR2020/IBMC/0102_02/2021

Listagem de candidatos / Applicants:

Ana Almeida
João Pereira
Luísa Figueiredo
Pedro Alves
Ricardo Fernandes
Sílvia Ferreira

Candidatos admitidos a concurso / Valid Applications:

Ana Almeida
João Pereira
Luísa Figueiredo
Pedro Alves
Ricardo Fernandes
Sílvia Ferreira

Classificação final dos candidatos / Final classification:

1º - João Pereira – classificação – 91/100 *
2º - Luísa Figueiredo – classificação – 86 /100
3º - Pedro Alves – classificação – 75/100
4º -Ricardo Fernandes – classificação – 69/100
5º– Sílvia Ferreira - classificação – 47/100
6º - Ana Almeida – classificação – 44/100

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Seleção final/Final selection:

Luísa Figueiredo - classificação – 86/100

**o candidato não aceitou a posição / the candidate did not accept the position*

A Presidente do Júri, 02/09/2021

Nuno Alves

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**HOMOLOGAÇÃO FINAL DOS RESULTADOS DO PROCEDIMENTO
CONCURSAL DE SELEÇÃO INTERNACIONAL PARA A CONTRATAÇÃO DE
DOUTORADO(A)
AO ABRIGO DO DECRETO-LEI N.º 57/2016, DE 29 DE AGOSTO, ALTERADO
PELA LEI N.º 57/2017, DE 19 DE JULHO PELO IBMC**

Refª Interna: Researcher/UE_ERACHAIR2020/IBMC/0102_02/2021

Classificação final dos candidatos / Final classification:

- 1º - João Pereira – classificação – 91/100 *
- 2º - Luísa Figueiredo – classificação – 86 /100 *
- 3º - Pedro Alves – classificação – 75/100
- 4º -Ricardo Fernandes – classificação – 69/100
- 5º- Sílvia Ferreira - classificação – 47/100
- 6º - Ana Almeida – classificação – 44/100

Seleção final / Final selection:

Pedro Alves – classificação – 75/100

*o candidato não aceitou a posição / *the candidate did not accept the position*

A Diretora do IBMC
homologa estes resultados finais
Em 2 de outubro de 2021

Publica-se nesta data,



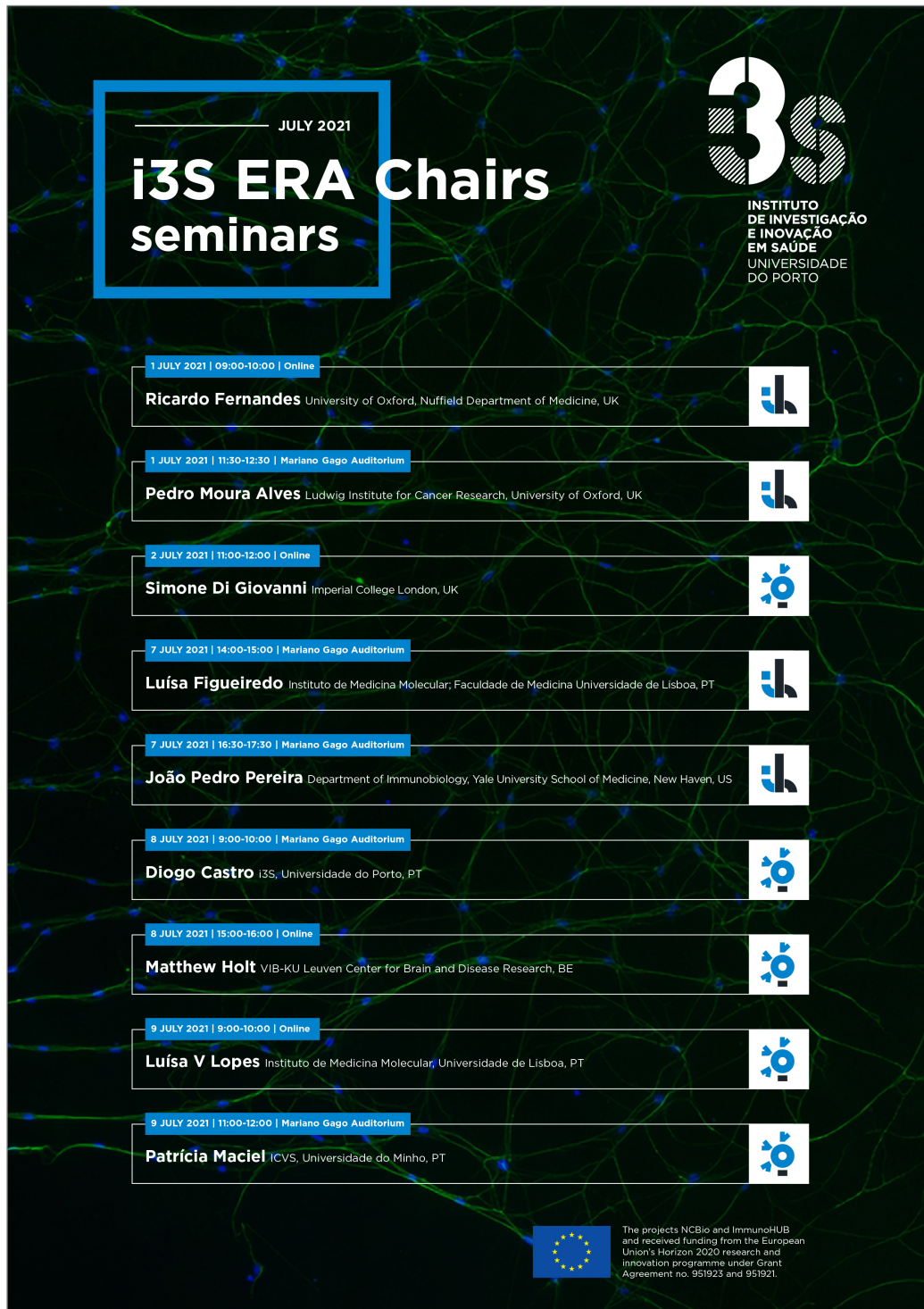
Mónica Sousa

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Annex 3

i3S ERA Chairs seminars - Poster













JULY 2021

i3S ERA Chairs seminars



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| | | |
|---|---|---|
| 1 JULY 2021 09:00-10:00 Online | Ricardo Fernandes University of Oxford, Nuffield Department of Medicine, UK |  |
| 1 JULY 2021 11:30-12:30 Mariano Gago Auditorium | Pedro Moura Alves Ludwig Institute for Cancer Research, University of Oxford, UK |  |
| 2 JULY 2021 11:00-12:00 Online | Simone Di Giovanni Imperial College London, UK |  |
| 7 JULY 2021 14:00-15:00 Mariano Gago Auditorium | Luísa Figueiredo Instituto de Medicina Molecular, Faculdade de Medicina Universidade de Lisboa, PT |  |
| 7 JULY 2021 16:30-17:30 Mariano Gago Auditorium | João Pedro Pereira Department of Immunobiology, Yale University School of Medicine, New Haven, US |  |
| 8 JULY 2021 9:00-10:00 Mariano Gago Auditorium | Diogo Castro i3S, Universidade do Porto, PT |  |
| 8 JULY 2021 15:00-16:00 Online | Matthew Holt VIB-KU Leuven Center for Brain and Disease Research, BE |  |
| 9 JULY 2021 9:00-10:00 Online | Luísa V Lopes Instituto de Medicina Molecular, Universidade de Lisboa, PT |  |
| 9 JULY 2021 11:00-12:00 Mariano Gago Auditorium | Patrícia Maciel ICVS, Universidade do Minho, PT |  |



The projects NCBio and ImmunOHUB and received funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement no. 951923 and 951921.

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i3S ERA Chairs seminars - Facebook Post

