

**ANNOUNCEMENT OF AN INTERNATIONAL CALL FOR THE
SELECTION OF A JUNIOR RESEARCHER UNDER DECREE-LAW 57/2016**

Reference: IBMC_IJ_NCBio_2304_2026

IBMC – Institute for Molecular and Cell Biology, is opening a call to one, PhD holder, for a Junior Researcher position, in an unfixed term work contract, to carry out research functions within the project “Capacitação do programa de investigação em Neurobiologia e Doenças Neurológicas - apoio à ERA Chair NCBio: Unlocking Excellence in Research and Innovation in Neurobiology and Neurological Disorders at IBMC/i3S (WIDESPREAD-06-2020 project: 951923)”, reference NORTE2030-FEDER-01711200, financed by Programa Regional do Norte (NORTE 2030), ao abrigo do Acordo de Parceria PORTUGAL 2030, através do Fundo Europeu de Desenvolvimento Regional (FEDER), at the IBMC Institute, under the following conditions:

1. Scientific Area: Veterinary Sciences

2. Project Summary and Workplan: When attempting to reduce the number of mice used for research, a problem remaining largely unaddressed is the issue of pup mortality in laboratory mouse breeding. High and greatly variable mouse mortality levels have been reported for C57BL/6 mice. Our previous research has demonstrated that Litter Overlap increases mortality in the newborn litter. The underlying causes of pup death in situations of Litter Overlap remain unknown, but strategies of mouse colony management can potentially be developed to prevent Litter Overlap and increase pup survival. The increasing adoption of colony management software in breeding facilities grants the opportunity for data mining and exploration. The selected candidate will process data from breeding software, perform data mining and model reproduction and mortality data.

3. Admission Requirements:

Mandatory:

1. PhD degree in veterinary medicine, animal science, zootechnical engineering or related areas, and a scientific and professional curriculum whose profile is suited for the activity to be performed can submit their applications;
2. Have at least one publication in an international peer-reviewed journal, preferably in the fields of laboratory animal welfare;
3. Solid experience in data mining and statistical analysis, processing and analysis of laboratory animal breeding software data;
4. Ability to communicate proficiently in English (spoken and written);
5. Good team work and interpersonal skills.

If the degree has been awarded by a foreign higher education institution, it must comply with the provisions of the Decree-Law no. 66/2018, of August 16th, and must be recognized by a Portuguese higher education institution, which approves the regime legal recognition of academic degrees and diplomas in Higher Education, arising from foreign higher education institutions, and paragraph e) of paragraph 2 of article 4 of Decree-Law No. 60/2018, of August 3, all of which the formalities must be fulfilled there until the time of signing the contract.

Preferential: Preference will be given to candidates with solid experience and knowledge in: research into reproduction and perinatal mortality in laboratory mice.

4. Workplace: Instituto de Biologia Molecular e Celular IBMC /Instituto de Investigação e Inovação em Saúde – i3S, under the group Laboratory Animal Science and scientific supervision of Anna Olsson.

5. Start and Duration of the contract: An uncertain term work contract will be signed, under the regime of exclusivity, according to legal terms (articles n.º 140º, n.º 1 and n.º.2, h); and article n.º. 148º, n.º. 4 – Labour Code).

The estimated start date of the contract is June 16th 2026 and is subject to budget availability. The expected duration of the contract will be 2 months, eventually extendable, and cannot in any case extend beyond the project's end date.

6. Professional category and monthly remuneration: The gross monthly salary corresponds to 2408.11€ (level 33) according to the Consolidated Table of Allowances (TRU), subject to taxes and other mandatory deductions, whose application is intended for PhD holders reduced post-doctoral experience or without a post-doctoral scientific curriculum. Food, holidays and Christmas apart.

7. Legislation and other applicable regulations: Decree-Law no. 57/2016 of August, 29th, which approved Legal Framework for Scientific Employment (RJEC), updated by the Law no. 57/2017 of July 19th. Portuguese Labour Code, approved by Law 7/2009 of February 12, and the respective updates.

8. Evaluation Criteria: The evaluation of the CV of the candidates will focus on the adequacy of previous work experience within the scope of the call (point 3). The Selection will be based on:

- a) Curricular evaluation (90%):
 - Research experience relevant for the work plan, as defined in the requirements for admission (30%);
 - Scientific and technological production and impact (30%);
 - Participation in research projects (30%);
- b) Motivation Letter in English indicating interest and motivation for the area in which the application fits (10%);
- c) The evaluation panel may invite the most highly ranked candidates (up to 3) for an interview. In this case the final classification system for candidates is expressed on a scale from 0 to 100. In this case, the curricular evaluation will weight 90% for all candidates and the interview will weight 10%.

The final classification system for candidates is expressed on a scale from 0 to 100. Candidates who are not interviewed will receive a maximum score of 90%.

The jury deliberates by means of a reasoned vote according to the evaluation criteria, with no abstentions allowed.

Minutes of the jury meetings will be drawn up, which should contain a summary of what took place, as well as the votes cast by each member and their respective reasons, and will be made available to candidates upon request.

Once the selection criteria have been applied, the jury will draw up a list of excluded and admitted candidates, ranked by the respective classification after the curricular evaluation.

9. Jury Composition:

President: Anna Olsson

Members: Nuno Franco; Ana Maria Valentim; Andreia Costa

Substitutes: Teresa Summavielle

10. Publication/Notification of results: The final results of the evaluation will be publicized through an ordered list by final mark obtained, published on the IBMC website, and notified by e-mail. After notification, as provided in the Administrative Procedure Code, by the preliminary hearing, candidates have 10 working days to comment and, within that period, a complaint may be submitted by email to: rh@ibmc.up.pt.

This call is intended exclusively to fill the indicated position on offer and may be cancelled before the final ranking list of candidates is ratified by the Director. Accordingly, the position will no longer be available.

11. Application deadline and form of presentation of applications: The competition is open from April 27th to May, 11th, 2026. Applications must be submitted electronically at: <https://dozer.i3s.up.pt/applicationmanagement/#/addapplications/82fd32ea7c63554c30fdad9a9561b4>

The required documents for the application are:

- Certificate of Qualifications;
- Detailed Curriculum Vitae;
- Motivation letter in English, outlining past research activities and their relevance to the position;
- Other documents, considered as relevant by the candidate;
- One recommendation letter.

Candidates who incorrectly formalize their application or who fail to meet the requirements of this competition will be excluded from admission to the competition.

The selection board has the right to ask any candidate, in case of doubt, to produce documentary evidence of their statements.

False statements made by candidates will be sanctioned in accordance with the law.

12. Non-discrimination and equal access policy: IBMC actively promotes a policy of non-discrimination and equal access. No applicant shall be privileged, benefited, prejudiced, or deprived of any right or exempted from any duty on the basis of ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs, or trade union membership. Within the framework of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, IBMC adopts the Open, Transparent and Merit-based (OTM-R) principles for the recruitment of researchers, with the aim of conducting fair and transparent recruitment processes, bringing equal opportunities to all candidates.

Under the terms of Decree-Law 29/2001, of February 3, the candidate with a disability is given preference in equal ranking, which takes precedence over any other legal preference. Candidates must declare under oath their 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 decree.