

**ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER
PROCEDURE FOR DOCTORATE HIRING OF DECREE-LAW NO. 57/2016 OF 29 AUGUST,
amended by 57/2017 Law of 19 July.**

Internal reference: RESEARCHER/Haircules/IBMC/0810/2021

The meeting of the Board of Directors of IBMC deliberated the opening of an international selection tender for 1 vacancy of doctorate to perform duties of scientific research in the scientific area(s) of Biomedicine, under a work contract with non-fixed term under the Portuguese labor Law in order to perform duties, as researcher within the project with the reference **POCI-01-01245-FEDER-070201** and the title “Hair follicle regeneration strategies to treat human alopecia” at IBMC, financed by the European Regional Development Fund (ERDF) through Competitiveness and Internationalization Operational Programme COMPETE 2020.

1. Summary and/or tasks to be performed

This project answers to Portugal 2020 funding for an Incentive System for companies to boost their research and technological development (R&TD). The development of research and innovation (R&I) strategies that favour intelligent specialization in the capillary area, in which the promoting entity focus its activity, is of great relevance for its competitive economic positioning at the national and European levels. Thus, the consortium created - Saúde Viável Lda, specialists in alopecia treatments and their clinical evaluation, and IBMC-i3S, Institute of R&I in Health - **aims to execute an R&TD Project purposed to fill the absence of a cure for alopecia (or baldness)**, a disease that affects a growing number of people worldwide. The treatments available to mitigate this problem include pharmacological solutions and/or hair transplantation. Non-surgical approaches are very relevant to improve capillary health, acting mainly on existing follicular units, but they are still limited due to their side effects and/or reduced effectiveness. Hair transplantation is a surgical technique that consists of the removal of follicular units from a donor area (occipital region) and their implantation in the bald area. It is currently the most used and effective method in the treatment of alopecia, but its limitation is the finite number of follicular units available in the donor region.

The current challenge is the conception of a therapy directed to promote the neogenesis of hair follicles, using the emerging knowledge in the area of regenerative medicine and tissue engineering. The limitation to this therapeutic approach has been the inability to understand and model the molecular and cellular mechanisms that determine the loss of stem properties of human follicle cells when they are expanded in culture *in vitro*, an indispensable step to their multiplication for later incorporation into solutions of tissue engineering. In this way, this project will investigate the mechanisms of regulation of tricogenicity (ability to induce hair formation), and apply this knowledge in the production of therapeutic solutions with regenerative and clinical potential in the

treatment of baldness. The expected results of this project are i) the clarification of molecular mechanisms that regulate the trichogenicity of the human hair follicle, essential for the development of new drugs; ii) the development of regenerative therapies based on the stimulation of human follicles *in vivo*, by modeling specific molecular pathways and/or using bioactive factors of the secretome; and iii) the development of regenerative therapy based on the bioengineering of follicular units.

2. Applicable Legislation

- Decree-Law no. 57/2016 of 29 August, amended by Law 57/2017 of 19 July, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC),
- Portuguese labor law
- Regulatory Decree Nr 11-A / 2017, of 29th December.

3. Pursuant to article 13 of RJEC, the tender selection panel shall be formed by:

President: Elsa Logarinho, PhD;

Other members: Florence Janody, PhD and Carla Sofia Lopes, PhD

4. Workplace shall be at IBMC – Rua Alfredo Allen 208, PORTO, Grupo *Ageing and Aneuploidy; Saúde Viável, S.A.* - Av. Montevideu 66, 4150-516 PORTO

5. Monthly remuneration: Gross monthly Remuneration is 2.134,73€, in accordance with subsection a), section 1, article 15 from Law nr 57/2017, 19th July, and with the remuneration position at initial level predicted in article 2 of Regulatory Decree nr 11-A/2017, of 29th December, correspondent to level 33 at Tabela Remuneratória Única, approved by Order nr 1553-C/2008, 31st December, with the category Junior Researcher.

6. Any national, foreign and stateless candidate(s) who hold a doctorate degree in Biochemistry or related scientific area and a scientific and professional curriculum whose profile is suited for the activity to be performed can submit their applications. In the event the doctorate degree was awarded by a foreign higher education institution, said degree must comply with the provisions of Decree-Law no. 66/2018 of 16 October, and all formalities established therein must be complied.

7. The tender admission requirements are:

- First author in at least 3 manuscripts published in a Q1-rated publication.
- Experience in: animal experimentation; immunohistochemistry; isolation and culture of primary cells; cell culture; molecular biology; microscopy (epifluorescence, confocal).
- Fluent in written and spoken English.

8. Pursuant to article 5 of RJEC, selection is to be made based on candidate scientific and curricular career evaluation.

9. Scientific and curricular career evaluation focuses on relevance, quality and in line with the current state-of-the-art:

- a) of scientific, technological, cultural or artistic production in the last five years, deemed most relevant by the candidate;
- b) of research activities, applied or based on practical work, developed in the last five years, deemed most impactful by the candidate;
- c) of knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of culture and scientific practices, deemed most relevant by the candidate.

10. The five-year period mentioned above can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like paternity leave, long-term serious illness, and other legal situations of unavailability to work.

11. Evaluation criteria are the following:

- a) Detailed CV:
 - List of publications and their respective impact factor (40%).
 - Research experience (technical and conceptual) with relevance to the subject of the project (50%).
 - Experience in the supervision of students (10%)

12. Candidate final classification system shall be given based on a scale 0-100.

13. The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.

14. Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever required.

15. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.

16. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.

17. Application formalization:

17.1 Applications shall include all supported documents encompassed by section 7 and 8 for tender admission, namely:

- a) Certificate or diploma copy;
- b) Curriculum vitae, written in English, detailed and structured pursuant to sections 10 and 12;
- c) Other documentation relevant for the evaluation of qualifications in a related scientific area;

17.2 Candidates shall submit their application filling in the required information and supporting documentation, in a digital form, in PDF format, from 11th to 22nd October 2021 at the link:

https://dozer.i3s.up.pt/applicationmanagement/#/addapplications/RESEARCHERFCT_HairculesIBMC08102021

18. All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.

19. False statements provided by the candidates shall be punished by law.

20. Both admitted and excluded candidate list and final classification list shall be published in the website of the Institute and the candidates are notified by email.

After publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 days, from the application deadline, published at IBMC website.

The expected starting date is 15th november 2021.

21. This tender is exclusively destined to fill this specific vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

22. Non-discrimination and equal access policy: IBMC actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

23. The panel has approved this announcement in meeting held on 06/10/2021.

24. Pursuant to Decree-Law no. 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, their respective disability degree, type of disability and communication/expression means to be used during selection period on their application form, under the regulations above.