**Instituto Gulbenkian de Ciência**  
**Call for Group Leaders**  
Independent Fellows and **Principal Investigators**

The Instituto Gulbenkian de Ciência (IGC, Gulbenkian Institute of Science) near Lisbon, invites ambitious scientists to apply for full-time research positions as Group Leaders, as independent Fellows or Principal Investigators.

The Gulbenkian Institute is an internationally reputed research centre, with the mission of promoting ground-breaking fundamental research in the Life Sciences, by creating a collaborative, multidisciplinary and free research environment with access to state-of-the art facilities and services. The Institute also has a strong history in innovative practices in training, in outreach and in fostering science in developing countries.

At the IGC we study how biological systems function, interact and evolve within their environment. We support a wide range of research topics, including evolutionary biology, immunology and host-microbe interactions, cell and developmental biology, sociobiology, computational biology, biophysics, towards an understanding of complex biological systems. One key strength of the IGC resides in fostering bridges between young researchers who work in different areas of science, thus advancing new fields at the interface between disciplines. Diversity and small communities facilitate researchers to reach out and collaborate with their colleagues. Therefore, research-bridging fields will be considered favourably, as the IGC is keen to develop new research programs at the interface of different disciplines towards an integrative understanding of organism physiology and population biology.

Our research is structured around medium sized research groups with no hierarchical structure, and at present about 40% Group Leaders are women. Core services include advanced optical and electron microscopy, flow cytometry, genomics, bioinformatics and computing, and resources for the production of a variety of model animal species including germ-free and gnotobiotic mice. The IGC is entirely English-speaking, with staff from 40 countries. Innovative graduate education has been a priority of the IGC for 25 years, supporting PhD programmes based on creative engagement from the students in the development of research projects. The Institute offers a career and leadership development plan for all levels of training, including Group Leaders. The Gulbenkian Institute is proud of the success of its Alumni, many of which have secured group leader positions around the world (CNRS, Oxford University, Maryland University, Monash University, I3S, IMM, Champalimaud Foundation, amongst others) and Directorship roles at leader Institutions such as IMM and CEDOC, in Lisbon. The IGC is generously supported by a long-term commitment from the Calouste Gulbenkian Foundation, and has substantial external competitive funding from Portuguese and international sources, including the European Research Council, Human Frontiers Program and Howard Hughes Medical Institute. The IGC is a member of the EU-Life consortium of European research institutes.
Independent Fellows

Fellows are independent and ambitious early-career scientists (PhD + 3 years maximum) who come to develop original research programs with complete scientific independence, 1-2 support positions (technicians, Post-docs) and free full access to infrastructure and services. Fellows will be offered an initial 3-year appointment, renewable up to 5 years. Fellows can apply at any time for a Principal Investigator position. IGC offers a comprehensive career development plan and mentoring provided by senior IGC PIs.


Applicants should provide a *curriculum vitae* with a well-argued summary of the research planned for the next quinquennium (2-4 pages). The CV with publication list should not present numerical indicators and such indices will not be taken into consideration throughout the selection procedure. Applicants are required to indicate up to 3 of their publications that they consider of special merit, with a brief explanation of why each was chosen. Applications must include the name and contact of up to 4 potential referees.

Principal Investigators

We seek independent scientists with a strong track record wishing to develop ambitious research programs with complete scientific independence. We offer 2 support positions (technicians, Post-docs) and full access to infrastructure and services. Appointments for 5 years with the possibility of extension up to 9 years, upon international evaluation, will be offered.


Applicants should provide a motivation letter, a *curriculum vitae* with publication list, as well as a summary of the research planned for the next quinquennium (2-4 pages). The CV with publication list should not present numerical indicators and such indices will not be taken into consideration throughout the selection procedure. Applicants are required to indicate up to 3 of their publications that they consider of special merit, with a brief explanation of why each was chosen. Applications must include the name and contact of 4 potential referees.
Selection Procedure for Group Leader positions  
(for both Independent Fellows and Principal Investigator candidates)

Step 1: Applications received by August 15th, 2018  
Initial filtering at IGC for relevance and priority.

Applicants will be informed whether they have passed this first selection step within three weeks of the closing date for applications. Those selected will be invited to a 2-day Symposium at the IGC (step 2).

Referees indicated by the short-listed candidates (up to 4) will be asked to provide reference letters prior to the Symposium.

Step 2: The recruitment symposium (26th and 27th of September, 2018)  
Applicants will visit the IGC for 2 days. During this time candidates will have the opportunity to meet individual Group Leaders, students and facility Heads and visit the facilities. There will be a public Symposium open to all IGC staff during which the candidates will present their past work and proposals for future work in a formal seminar. Following the Symposium, each candidate will be interviewed and give a chalk talk to a committee of IGC Group Leaders.

The selection committee will then consider all candidates in depth and select a short list to be presented to the Scientific Advisory Board for review (step 3). Candidates will be informed whether they have been short-listed shortly after the Symposium dates.

Step 3: The Scientific Advisory Board  
Short-listed candidates will be reviewed by the Scientific Advisory Board of the IGC.

The SAB will present the Director of the IGC with its decision on each candidate, and the Director will communicate her final decision to the applicant before the end of October.