

ANNOUNCEMENT FOR THE OPENING OF A SELECTION OF WORK CONTRACTS – (2 VACANCIES)

Reference: 2023_131_TS_RecycledReef

A competition is open for the attribution of two (2) work contracts in the framework of the project Recycled Reef, financed by EEA Grants, to be developed at CIIMAR (Interdisciplinary Center for Marine and Environmental Research) according the following conditions:

- 1. Scientific area:** Biological sciences.
- 2. Admission requirements:**
 - i) Bachelor Degree or Integrated Master in Biological sciences or related areas
 - ii) Experience in working with macroalgae hatchery stages
 - iii) Experience in aquaculture of brown and green macroalgae
 - iv) Experience with data analysis and statistics

The candidates should also have an excellent academic and professional track record, have experience in seaweed cultivation, be committed to work in a team and be highly motivated and oriented towards research and in data analysis. The candidate should be able to communicate orally and in written form in English language.

The jury reserves the right to close the application in case none of the candidates meets the desired profile.

In cases where the degree was awarded by a foreign higher education institution, the said degree must comply with the provisions of Decree-Law no. 66/2018 of 16th August until the signature of the contract.

- 3. Work plan:** The selected candidate will work for the project Recycled Reef, namely within WP 4 and 6, which will focus on the optimization of macroalgae cultivation methods in artificial structures.
- 4. Legislation and official rules:** Art. 140 n. 1 and n. 2, g) and 148 the Labor Code (Law 7/2009, of 12 February and respective updates).

5. Work place: The work will be carried out at CIIMAR, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos, within the LBC group (Coastal Biodiversity Lab), under the supervision of Prof. Isabel Sousa Pinto.

6. Duration of the contract: An uncertain term work contract will be signed, starting at January 2024 according to the end of the project and legal terms

7. Monthly salary: The gross monthly salary is 1 807,04€, according to the Single Remuneration Table (level 25) holidays, food and Christmas allowance apart.

8. Selection methods: The ranking of candidates will be performed by an initial evaluation based on:

1. Merit of the academic curriculum in the scientific area and relevance to the project work plan. Weight: 40%.
2. Experience relevant for the scientific area and the project work plan: Weight: 60%. The candidates will be evaluated according to the following criteria:
 - a) Experience in working with macroalgae hatchery stages - 30%
 - b) Experience in seaweed aquaculture - 30%
 - c) Experience with data analysis and statistics - 20%
 - d) Motivation letter and additional information- 20%

The evaluation process may include an interview by video conference to the top two candidates, with the only propose of clarifying aspects related to the research results, and motivation towards the project, in case of insufficient curricular information for a decision making. In such case, the interview will have a weight of 10% and the previous assessment a weight of 90%.

9. Composition of the jury selection:

President of the jury: Isabel Sousa Pinto

Vogal: Silvia Chemello

Vogal: Débora Borges

10. Form of advertising/notification of results: The final results of the evaluation will be sent through a list sorting the candidates according to their attributed mark, by e-mail and available in CIIMAR website; in case of disagreement, the candidates have a 10-working day term in which to contest the decision, if he/she so wishes, as provided for in the Código do Procedimento Administrativo in a preliminary hearing setting. The jury reserves the right to not assign the contract depending on the quality of the applications.

11. Deadline for application and presentation of applications: The competition is open from **5/1/2024 until 18/1/2023**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae
- copy of the eligibility certificates, if applicable;
- motivation letter
- contact e-mail address and phone number

Applications must be sent by email to rh@ciimar.up.pt and ispinto@ciimar.up.pt, with the reference 2023_131_TS_RecycledReef on the subject. Applications that **do not include all** the elements previously indicated will **not be considered**.

12. Non-discrimination and equal access policy: CIIMAR actively promotes a policy of non-discrimination and equal access, by which no candidate can be privileged, can benefit or be put in disadvantage, or can be deprived of any rights or duties based on their social or cultural background, ethnic group or race, age, sex, sexual orientation, marital status, family status, economic status, education, social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, territory of origin, language, religion, political or ideological beliefs and unionization.

As set forth by the Decree Law 29/2001, the candidate with disability has preference if equally classified, which prevails over any other legal preference. The candidates with disability must declare in their application, on their word of honour, their degree and type of disability, and the means of communication/expression that are to be used in the selection process, as provided by the above-mentioned legal diploma.