

SELECTION PROCEDURE FOR CONTRACTING A TECHNICIAN (1 vacancy)

Reference: 2023_136_TS_SOLKELP

A competition is open for the attribution of one work contract for the exercise of technical functions within the scope of the project Solkelp, with reference EEA.BG.CALL1.029.2019 within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), co-funded by the European Economic Area Financial Mechanism (MFEE 2014-2021) under the Business Development, Innovation and SMEs Program Area of the Blue Growth Program, according to the following conditions:

- 1. Scientific area:** biological sciences
- 2. Admission requirements:** The candidates must hold a BSc or integrated master in the field of biological sciences, be proficient in the English language, be able to write scientific articles and reports, be committed to work in a team and be highly motivated and oriented towards a research technician role.

Candidates with experience in working with kelp hatchery stages and seaweed cultivation will be highly valorised.

- 3. Work plan:** The selected candidate will be responsible for monitoring and sampling reproductive material in the field, establishing and maintaining a kelp hatchery system at CIIMAR and provide support to a commercial hatchery implementation by industrial partners. She/he will also support the project communication activities.

- 4. Legislation and official rules:** Art. 140, 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, Matosinhos, on the group team Coastal Biodiversity, under the scientific supervision of Isabel Costa.

- 6. Duration of the contract:** An uncertain work contract will be signed, according to the end of the project, starting in January 2024.

7. Monthly salary: Equated to the higher technical career, level 15: gross monthly salary € 1280.72€, food, holidays, 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 kelp hatchery stages - 30%
 - b) Experience in seaweed aquaculture - 30%
 - c) Experience in communication activities - 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 Costa

Vogal: Isabel Sousa Pinto

Vogal: Débora Borges

10. Form of Advertising/notification of results: The final results of the evaluation will be published through a list sorting the candidates according to their attributed mark, on the CIIMAR website and by e-mail.

After the announcement of the results, candidates are considered automatically notified to, if they wish to do so, comment on the results on a preliminary hearing period within 10 working days after that date, as provided for in the *Código do Procedimento Administrativo*.

The jury reserves the right to not assign the vacancy depending on the quality of the applications. In case of resignation or withdrawal of the selected candidate, the next candidate with the highest evaluation score will be notified immediately.

Based on the final sorted list of the candidates it will be made a reserve list that will be used for the future recruitment of technicians for this project.

11. Deadline for application and presentation of applications:

The competition is open from **5/1/2024** until **18/1/2024**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae
- copy of the eligibility certificates;
- motivation letter;
- contact e-mail address and phone number;
- indication of the reference of the competition (as indicated in this announcement);
- any other documents that the candidates may recognize as relevant to demonstrate the adequacy to the function.

The applications should be sent by e-mail to: rh@ciimar.up.pt, with the offer reference 2023_136_TS_SOLKELP in the subject. The 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 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.

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.