

## SELECTION PROCEDURE FOR CONTRACTING A TECHNICIAN (LEVEL 19)

Reference: 2024-020-TS-CIIMAR WATCH

A competition is open for the attribution of one contract in the scope of the program CIIMAR WATCH & CIIMAR SCIENTIFIC DIVING CENTER, supported by FCT, I.P. financing for R&D Institutions 2020-2023, within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research) UIDB/04423/2020, according to the following conditions:

1. Scientific areas: Marine Sciences, Environmental Sciences, Biology and akin areas
2. Admission requirements: The candidate must have a Bachelor degree in Marine Sciences or Biology and meet the requirements below:
  - a) The candidate must have proved experience using scientific sampling tools used in pelagic and benthic surveys in marine ecosystems (such as ROVs, CTDs and Multiparametric Probes, Underwater drop-cameras, High precision GPS devices, data loggers, etc)
  - b) The candidate must be an experienced scientific diver with diving certification (at least Master Scuba Diver) and preferably a Post-graduation in Scientific Diving
  - c) Knowledge and experience in marine surveys and reasonable marine life identification skills.
  - d) The candidate must have an EU boat license and proven experience in providing assistance to divers. The candidate must also have experience using navigation tools, such as nautical sounders and GPS to facilitate fieldwork logistics at sea.
  - e) The candidate must have certification as research technician to perform animal experimentation
  - f) EU driving license
  - g) Track record in preparing and publishing scientific and technical reports and peer reviewed publications
  - h) Good knowledge of English and Portuguese (written and spoken)

Preference will be given to candidates with:

- a) Experience in using data analyses software (such as R language) and GIS software
- b) Experience with *in-situ* sampling and monitoring of intertidal and subtidal rocky shore organisms, preferably seaweed and marine invertebrates
- c) Experience in coastal mapping-monitoring programs

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. Working plan

Primary Responsibilities:

Functions as coordinating technician for the CIIMAR-WATCH monitoring program including:

- Coordinates and participates in marine field research surveys included in the CIIMAR-WATCH monitoring program, including seasonal boat based and coastal surveys.
- Coordinates and participates in logistics of gear maintenance and set up, conducts observations, and summarizes and analyzes data from remote data acquisition systems.
- Assists with preparing research data as assigned, including reports and presentations.

Functions as coordinator for the CIIMAR SCIENTIFIC DIVING CENTER (CSDC)

- The primary function is to coordinate a scientific diving unit including administration, planning, and operations. Thus, the coordinator of the CSDC will participate and assist with marine field research, including diving operations and other boat-based surveys. Also the coordinator will lead the procurement, inventory, and maintenance of equipment and supplies included in the diving center to be used in the different research projects.

The candidate should foster good relations with researchers, students and visitors by promoting positive attitudes, good will, cooperation, and providing high standards of service.

4. Legislation and official rules: Art. 140 n. 1 and n. 2, g) and 148 n. 5 the Labor Code (Law 7/2009, of 12 February and respective updates).
5. Work place: The work will be carried out at CIIMAR, Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos.
6. Duration of the contract: an uncertain term work contract according to the legal terms, starting in May 2024.
7. Equivalent to senior technician, level 19: gross monthly salary of 1,543.88 euros (one thousand, forty-three euros and eighty-eight cents); food, holiday and Christmas allowances paid separately.
8. Selection methods: The contract will be awarded based on the candidates' curriculum, technical skills and experience. The ranking of candidates will be performed by a global evaluation of their curricular achievements (1 - 10 values):  
The candidates' score will be the sum of the evaluation of:
1. Merit of the curriculum and experience in the areas relevant to the CIIMAR WATCH program. Weight: 50%.
    - I. Knowledge and experience in marine surveys in coastal areas (40 %)
    - II. Experience using scientific sampling tools used in pelagic and benthic surveys in marine ecosystems (40 %)
    - III. Other relevant skills (20 %)

2. Merit of the curriculum and experience in the area and relevance for the CIIMAR Scientific Diving Center. Weight: 50%.
  - i. Knowledge and experience in scientific diving, boat skipper and other scientific diving linked duties (80 %)
  - ii. Other relevant skills (20 %)
  
9. The evaluation process may include an interview by video conference to the top two candidates, with the propose of clarifying aspects related to the research results, and motivation towards the project, in case of insufficient curricular information for decision making. In such case, the interview will have a weight of 10% and the previous assessment a weight of 90%.
  
10. Composition of the jury selection:  
President of the jury: Prof. Catarina Magalhães  
Vogal: Prof. Isabel Sousa Pinto  
Vogal: Dr. Francisco Arenas  
  
Substitutes  
Dr. Mafalda Correia  
Dr. Sandra Ramos
  
11. 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.

Deadline for application and presentation of applications: The competition is open from **18 April till 3 May 2024**. The applications must be formalized, compulsorily, by sending the following documents:

- i. detailed Curriculum vitae with clear specification of i) reports and proof the experience in the above-mentioned fields ii) list of the skills
- ii. copy of the eligibility certificates;
- iii. motivation letter;
- iv. one or more reference contact information of current or past supervisors;
- v. contact e-mail address and phone number;
- vi. indication of the reference of the competition (as indicated in this announcement).
- vii. 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](mailto:rh@ciimar.up.pt) and [cmagalhaes@ciimar.up.pt](mailto:cmagalhaes@ciimar.up.pt) with the offer reference in the subject. The applications that do not include all the elements previously indicated will not be considered.

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 honour, 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.