

Opening of an international selection tender procedure for one (1) doctorate Junior Researcher (level 33) hiring

Reference: 2025_012_IJ_TD

A competition is open for the attribution of **1 doctorate Junior Researcher (level 33) hiring** in deep-sea ecology within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research).

The position will be based at CIIMAR (www.ciimar.up.pt), a leading marine and environmental research and advanced training institution in Portugal, working at the frontier of knowledge and innovation. CIIMAR has a vibrant and international environment, and provides excellent support to incoming students and researchers, namely in advanced training, career planning and development.

The selected candidate will be awarded the first **Blue Young Researcher (BYR)** contract at CIIMAR, playing an important role on the development of the centre's research strategy in the field of deep-sea biodiversity and conservation. This will entail supporting the coordination of a cohort of CIIMAR early career researchers (graduate and postdoctoral levels), and establishment of a national network of practitioners working in this field. In scope of the position, the researcher will have the opportunity to make ample (inter)national networking including research and training stays at other research institutes, which are part of CIIMAR's wide network of collaborations, as well as develop leadership skills. The selected candidate will participate in several high-profile projects funded at national and EU levels, and will be supported in developing applications for subsequent positions towards continued career development at CIIMAR.

1. Scientific area: Biological Sciences

2. Admission requirements: The candidate must hold a PhD* in Biology or Ecology, or similar areas, and have demonstrated experience in:

- deep-sea (or other extreme marine environments) biodiversity or ecology, with a focus on ecosystem structure or functioning;
- impact assessment of human activities (e.g. fisheries, climate change, or deep-sea mining) on marine ecosystems;
- conducting fieldwork, including participation in scientific expeditions, with use of diverse exploration, observation and sampling tools (e.g., ROVs, boxcores, nets).
- ecological data analysis, with experience handling and interpreting large datasets (e.g. biodiversity assessments, trophic network analyses, or functional trait-based approaches);
- scientific writing and publication, demonstrated through peer-reviewed articles, technical reports, or open-access data resources;
- science communication and outreach, engaging with both specialist and non-specialist audiences through conferences, public talks, and media;
- supervision and mentoring of students, at undergraduate level;
- organization of scientific events (e.g. conferences, workshops, training courses);
- written and oral fluency in both English and Portuguese, to effectively engage stakeholders and communicate scientific results at national and international levels.

Preference will be given to candidates with demonstrated knowledge of marine and environmental public policies, including regulatory frameworks for fisheries, biodiversity conservation, or deep-sea resource management. Experience in engaging with stakeholders, such as governmental agencies,

industry representatives, NGOs, or international organizations/networks, to support evidence-based decision-making will be considered an asset.

Academic degrees awarded by a foreign higher education institution must comply with the provisions of Decree-Law no. 66/2018 of 16th August, which approves the legal regime of recognition of academic degrees and diplomas of Higher Education, attributed by foreign higher education institutions, being any formalities established therein fulfilled **only by the date of the contracting act**.

3. Work plan: The selected candidate will contribute to research on deep-sea biodiversity, ecosystem functioning, and human impact assessments, focusing on:

- **Conducting field research**, including participation in oceanographic expeditions, deep-sea sampling, and ROV-based surveys.
- **Compiling, processing, and interpreting ecological datasets** to assess deep-sea ecosystems' structure and function, with a focus on biodiversity patterns, species interactions, and ecosystem dynamics.
- **Assessing the impacts of environmental change and human activities**, using experimental, observational, and modeling approaches, to support biodiversity and conservation planning;
- **Producing scientific publications and technical reports** to contribute to conservation and management efforts.
- **Engaging with stakeholders**, including researchers, policymakers, and conservation organizations, to promote evidence-based decision-making.
- **Developing communication and outreach activities**, leveraging scientific networks, media, and educational initiatives.
- **Supervising and mentoring early career researchers**, from undergraduate to postdoctoral levels, contributing to capacity building and interdisciplinary research.

4. Legislation and official rules: Decree-Law no. 57/2016 of 29th August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), updated by the Law no. 57/2017 of 19th July, Labour Code approved Law no. 7/2009 of 12th February, under its current reading and Regulatory Decree No. 11-A/2017, of 29th December.

5. Work place: The work will be carried out at CIIMAR – Interdisciplinary Centre of Marine and Environmental Research, Av. General Norton de Matos s/n, 4450-208 Matosinhos (Portugal), integrated in the Deep-Sea Biodiversity and Conservation research team under the coordination of Dr. Joana Xavier.

6. Duration of the contract: An uncertain term work contract will be signed starting March/April 2025, under the regime of exclusivity, according to legal terms (articles n. 140, no 1 and no 2, g; and article n. 148, – Labour Code and article 6, no 1 b) e no 3 from Decree-Law n. 57/2016, de 29 -8).

7. Monthly salary: The monthly remuneration to be attributed is that provided for in paragraph n^o 1 of article 15 of the RJEC, in the wording introduced by Law n^o 57/2017 from 19-7, corresponding to level of Doctorate Junior Researcher, level 33 of the single remuneration table, approved by Administrative Rule no. 1553-C / 2008, 31-12, updated with DL n.º 109-A/2021, de 7-12, corresponding to 2 351,53 € (two thousand three hundred and fifty-one euros and fifty three cents), food, vacations and Christmas allowance apart.

8. Selection methods:

The ranking of candidates will be performed by a global evaluation (GE) of the applicant's Academic Performance (AP), Professional Experience in the Field of Study (PE) and Motivation Letter (ML) performed according to the following criteria:

$$GE1 = (AP*0.2) + (PE*0.6) + (ML*0.2)$$

- AP: Academic performance relevant for the scientific area, taking into account the University-level degrees, their appropriateness to the position as well as the performance of the candidate in each of such degrees, ranked from 0 to 10.
- PE: Professional experience in the field of study, including scientific production, ranked from 0 to 10.
- ML: A global appreciation of the motivation of the candidate and interest in the field of research, taking into account the motivation letter, and any other element in the CV or transcripts that can help in this regard, ranked from 0 to 10.

In the case of a tie between the scores of the top candidates, and provided that such scores are higher than 7 values, a Personal Interview (PI), ranked from 0 to 10, will be done to the three top candidates, after which a final ranking will be performed as following:

$$GE2 = (GE1*0.9) + (PI*0.1)$$

9. Composition of the jury selection:

President of the jury: Dr. Joana Xavier

Vogal: Dr. Andreu Santin

Vogal: Dr. Susana Moreira

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 grant 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.

11. Deadline for application and presentation of applications: The competition is open from **25/02/2025 until 10/3/2025**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed *Curriculum vitae*;
- copy of the eligibility certificates;
- motivation letter;
- indication of the reference of the competition (as indicated in the selection criteria)
- contact e-mail address and phone number;
- contact of two references

The applications must be sent by e-mail to: rh@ciimar.up.pt, and igregorio@ciimar.up.pt with the reference **2025_012_IJ_TD** in the subject line. 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 the selection period on their application form, under the regulations above.