

Research grant (BI) in sponge restoration – 1 vacancy

Reference: 2025_030_BI_SpongeREST

A competition is open for the attribution of **1 research grant** in sponge restoration within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research) in the framework of the project “SpongeREST - Exploring by-catch Survivability and Restoration Potential of VME sponges in Portuguese Waters”, funded in scope of the FCT PEX 2024 call, with reference 2023.11714.PEX within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), supported FCT, according to the following conditions:

Scientific area: Biological Sciences

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

- conducting fieldwork for characterization of benthic communities
- Benthic ecosystem restoration
- Aquaria experimentation with benthic organisms
- multivariate statistics in R
- fluency in English both written and oral communication.

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.

2. Work plan: the selected candidate will accomplish the following activities:

- Collection of sponge samples from fishers;
- developing of aquaria facilities;
- ex-situ maintenance and experimentation with sponges;
- data processing and analysis;
- production of reports and scientific papers;
- engagement with stakeholders (fishers);
- development of communication and outreach activities

3. Legislation and official rules: Law n.º 40/2004, 18th August (Research Fellowship Holder Statute) in its current version; Regulations for Studentships and Fellowships of the Fundação para a Ciência e a Tecnologia, I.P. and CIIMAR Grants Regulation.

4. 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. Andreu Santín and Dr. Joana Xavier.

5. Duration of the contract: Duration of 12 months, starting in May 2025, under the regime of exclusive dedication.

6. Monthly stipend: The monthly maintenance allowance is € 1.309,64 in agreement with the monthly maintenance stipend table of the grants directly attributed by FCT, I.P. within the country https://www.fct.pt/wp-content/uploads/2025/02/Tabela_valores_SMM_2025.pdf, by bank transfer payment. In addition to this allowance, the grantee(s) will be covered by a personal accident insurance.

7. 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:

$$GE1 = (AP \cdot 0.2) + (PE \cdot 0.6) + (ML \cdot 0.2)$$

- 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:

$$GE2 = (GE1 \cdot 0.9) + (PI \cdot 0.1)$$

8. Composition of the jury selection:

President of the jury: Dr. Andreu Santin Muriel

Vogal: Dr. Joana Xavier

Vogal: Dr. Jean-Baptiste Ledoux

9. 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.

10. Deadline for application and presentation of applications: The competition is open from **15/04/2025 until 30/04/2025**. The applications cannot exceed 20 MB and 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 amuriel@ciimar.up.pt with the reference **2025_030_BI_SpongeREST** in the subject line. If you are applying to more than one of the positions you must submit separate applications. The applications that **do not include all** the elements previously indicated **will not be considered**.

11. 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.