

Announcement of a call for (2) Technical Assistants

Reference: 2025_068_AT_IPMA

The Interdisciplinary Centre for Marine and Environmental Research (CIIMAR) is offering two (2) positions for Technical Assistants in the field of fisheries (1) in Aveiro and (1) in Matosinhos, to meet temporary needs under a uncertain term employment contract to support the work carried out under the research contract between CIIMAR and the Portuguese Institute for Sea and Atmosphere (IPMA) with reference ROF2025/714, under the Small-Scale Fisheries and Fishing Monitoring Programme (MOPPA) being carried out at IPMA, co-financed by the Operational Programme Sea 2030, Portugal 2020 and the European Union, through the European Maritime and Fisheries Fund and Aquaculture, according to the following conditions:

1. Scientific area: Fisheries

2. Admission requirements:

- Completion of 12th grade (secondary education) as the minimum qualification.
- Class B driving license (light vehicles).
- Ability to work aboard vessels (good physical endurance, tolerance, and ability to easily adjust to the sea's movement to reduce or eliminate symptoms of nausea and dizziness).
- Fluency in Portuguese.

Failure to meet these requirements will result in immediate rejection of the application. False statements made by candidates will be punished under the law.

3. Work plan: The selected candidates will work for the project in the following tasks:

1 Vacancy – IPMA Unit in Aveiro

1. Monitoring natural bivalve beds in the Ria de Aveiro and socioeconomic characterisation of the activity:

- Participation in monitoring campaigns of the main bivalve mollusc beds in the Ria de Aveiro, with daily sample collection aboard artisanal fishing vessels (same-day round trips).
- Conducting socioeconomic surveys in the main riverside communities of the Ria de Aveiro, focusing on small-scale fishing and shellfish gathering.

2. Laboratory Work

- Biological sampling of captured species.
- Entry of abundance data into a Geographic Information System (GIS) to map the spatial distribution of the main commercial species.
- Preparation of samples for age reading and determination of maturation stages.

1 Vacancy – IPMA Unit in Matosinhos

1. **Laboratory work** (including biological sampling of species, sample preparation for age reading and maturation stage reading), as well as preparation of samples and data entry into databases, among others.
2. **Participation in sampling at fish auctions**, aboard vessels from the commercial fishing fleet, and on research ships, as well as field trips (including conducting surveys).
 - Sampling at fish auctions is conducted in the ports between Figueira da Foz and Caminha (and lasts less than one day—same day round trips).
 - Work aboard research vessels will be conducted on the IPMA's NI DIPLODUS.
 - Work aboard commercial fishing vessels is carried out on national vessels from the small-scale fishing fleet, particularly longline vessels, operating in Portuguese waters (daily trips, i.e., returning to the fishing port the same day).
 - Field trips may take place between Figueira da Foz and Caminha.
 - Conducting socioeconomic surveys with owners of the small-scale coastal fishing fleet.
4. **Legislation and official rules:** Article 140, n. 2, g)) and Article 148, n. 4, of the Labor Code (Law 7/2009, of 12 February and respective updates).
 - **Work place:**
 - IPMA Aveiro, Aveiro, Portugal (1 vacancy);
 - IPMA Matosinhos, Porto, Portugal (1 vacancy);
5. **Duration of the contract:** An unfixed-term employment contract scheduled to *September 2025*, under the legal terms in force (Labor Code), with 40 hours weekly, exceptionally might be required to work on weekends and/or at night.
6. **Monthly salary:** Equated to the higher technical career: , food holidays and christmas apart.
7. **Selection methods:** The evaluation will take into account:

The ranking of applications will be carried out through a documentary analysis and, if necessary, interviews with a limited number of the highest-ranked candidates based on that analysis. In assessing the applications, the Selection Committee will pay particular attention to the experience and knowledge demonstrated in relation to the tasks to be performed. Preference will be given to candidates with seagoing experience and experience in the identification of marine fish and invertebrates.

In the event that no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the

position because of failure to comply with documentary requirements or any other reason, or later during the contract if they resign, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions.

8. Composition of the jury selection:

President of the jury: Dr. Ana Paula Mucha, researcher at CIIMAR

Vogal: Dr. Mónica felício researcher at IPMA

Vogal: Dr. Francisco Maia, researcher at IPMA

9. 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; 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 Administrative Procedure Code in a preliminary hearing setting. The jury reserves the right to not assign the contract depending on the quality of the applications.

10. Deadline for application and presentation of applications:

The competition is open from 7th until 21th August . The applications must be formalized, compulsorily, by sending the following documents:

- A motivation letter.
- A detailed Curriculum Vitae according to the required profile, preferred factors, and selection criteria.
- A copy of the 12th-grade certificate or higher educational qualification.
- A declaration of honour (available on the application platform) for candidates who are unable to submit a copy of the completed 12th-grade certificate or higher educational qualification as mentioned above.
- Other documents you consider necessary for the application.

All candidates who formalise their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements. False statements provided by the candidates shall be punished by law.

Applications cannot exceed 20 MB and must be sent by email to rh@ciimar.up.pt with the reference **2025_068_AT_IPMA** on the subject.

11. 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.