

**Announcement for the opening of a selection procedure for the hiring of one (1) Technical Assistant
(coordinator)**

Reference: 2025_066_AT_BB4F

A competition is open for the attribution of one (1) work contract vacancy to a Technical Assistant in the framework of the project “Aviso NORTE2030-2024-11”, with reference NORTE2030-FEDER-01796500, financed by the Regional Program of the North 2021-2027 [NORTE2030], under the following terms and conditions:

1. **Scientific Area:** Biological Sciences
2. **Admission requirements:** In order to be admitted to the competition, the candidates must hold a degree in Biological Sciences or in a related field. The candidates should be able to communicate orally and in written form in English language.
They should have hands-on experience in cultivating bacterial biomass, particularly cyanobacteria, and be familiar with bioprocess techniques such as organic extraction, metabolomic analysis, and metabolite separation. A strong background in isolating and characterizing new natural products—especially those derived from cyanobacteria—is essential. Additionally, candidates must demonstrate excellent organizational skills, with proven experience in laboratory management. This includes responsibilities such as drafting and maintaining standard operating procedures (SOPs) and overseeing day-to-day operations.

Any national, foreign and stateless candidate(s) who hold a degree in one of the afore-mentioned areas and a scientific and professional curriculum whose profile is suited for the activity to be performed is encouraged to apply to this position. 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. **Work plan:** While the selected candidate will be involved in scientific tasks—such as contributing to the cultivation of bacterial biomass (especially cyanobacteria), assisting in extraction and analysis processes, isolation and identification of natural products—their role will also include a strong focus on laboratory management. This includes organizing daily operations, maintaining lab equipment and supplies, enforcing safety and quality protocols, and drafting and updating standard operating procedures (SOPs). The researcher will also help guide students and junior team members, promoting good laboratory practices and contributing to a collaborative work environment.
4. **Legislation and official rules:** Article 140, number 2, line g) and article 148, number 4 of the Labour Code approved Law no. 7/2009 of 12th February, and updates.
5. **Work place:** The selected candidate will work under the supervision of Dr. Pedro Leão, integrated in the Research Team “Cyanobacterial Natural Products” at CIIMAR (University of Porto). The laboratory is located at the headquarters of CIIMAR, in the modern Cruise Ship Terminal of the Port of Leixões, in Matosinhos, Porto’s metropolitan area. The selected candidate will work in an international and highly multidisciplinary environment with a strong connection to the Ocean.

6. **Duration of the contract:** An uncertain term work contract will be signed according to legal terms (articles n.o 140o, no 1 and no 2, h; and article n.o 148o, no 4 – Labour Code and article 6o, no 1 b) e no 3 from Decree-Law n.o 57/2016, de 29 -8).
7. **Salary:** The gross monthly salary is 1 810,99 € according to the Single Remuneration Table (level 23) - Article 2 of Regulatory Decree No. 11 / A / 2017, of 29-12.
8. **Selection methods:** A global appreciation of the candidates' merit and motivation (valued from 1 to 10) will be made on the basis of the evaluation of their scientific and curricular track-record, in particular the quality of their research outputs related to the subject area of the present call.

This will result in a pre-selection of the three best-scoring candidates, scored higher than 7, which will be communicated to the candidates. One or both of the referees indicated by each of the pre-selected candidates can be contacted at this stage to provide reference letters. An interview may also be carried out, in which case all of the pre-selected candidates will be summoned to the interview. The jury will select one candidate among the pre-selected candidates to the position.

If an interview to the three pre-selected candidates takes place, its objective is solely to clarify issues related to their application, namely regarding their curricular and professional achievements. In this case, the interview will have a relative weight of 0.30 and the previously communicated score will have a relative weight of 0.70.

The evaluation of the professional track record relates to the relevance, timeliness, quality and adequacy to the current project and will focus in activities from the past 5-years that the candidate considers more relevant (as highlighted in their application). This 5-year period can be increased, if justified and asked for by the candidate, on account of disease, maternity/paternity leave, or other duly justified period of unavailability to work.

9. **Composition of the jury:**

President of the jury: Pedro Leão

Vogal: Sandra Figueiredo

Vogal: Maria Lígia Sousa

10. **Form of advertising/notification of the results:** The results of the first step of the evaluation (pre-selection) will be and sent to the candidates by e-mail. The candidates have a 10-working day term in which to contest the decision, if they so wish, as provided for in the "Código do Procedimento Administrativo", in a preliminary hearing setting. After the eventual collection of reference letters and interviews, the final results will be published on the website of CIIMAR and communicated by e-mail to the candidates. The jury reserves the right not to assign the work contract if none of the candidates meet all the requirements and match the desired profile.
11. **Deadline for application and how to apply:** If you are interested in this position, you should send your application between the 20th August until 2nd September 2025 to rh@ciimar.up.pt and msousa@ciimar.up.pt . The subject of the e-mail must contain the competition reference

"2025_066_AT_BB4F. The application must be formalized compulsorily by sending the following documents (all documents in English language):

- Detailed Curriculum Vitae in English including the e-mail address and phone number of the candidate as well as two reference contacts (name, e-mail and current position);
- Motivation Letter (max 2 pages) that includes a short description of the professional accomplishments that the candidate considers relevant in the past 5 years;
- Copy of the eligibility certificates.

The whole application should be no bigger than 5 MB. Applications that do not include all the previously indicated elements 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 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.