

Announcement for the opening of selection procedure for the hiring of one (1) higher technician

Reference: 2025_092_TS_BB4F

A competition is open for the attribution of 1 work contract vacancy to a Higher Technician in the framework of the project BB4F “**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:** Any national, foreign and stateless candidate (s) who hold (s) a BSc degree or integrated MSc in Biological Sciences, Pharmaceutical Sciences, Marine Biotechnology, or related sciences. In the event 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. Candidates must have proven practical experience in biological sampling in various settings, in project management, knowledge in Horizon Europe guidelines in data management and publication of results, and recommendations on protect communication, dissemination and exploitation. The candidate must have skills in developing project dissemination materials (website, flyers, roll-up), experience in the use of image editing software and other science communication tools. Other extracurricular activities relevant to the position will also be considered.
- 3. Work plan:** The selected candidate will join the BBEH team and will be enrolled in (i) field sampling; (ii) preparation of project reports and deliverables; (iii) dissemination of results and in the organization of outreach activities in the scope of the project. The candidate will also carry-out laboratory management tasks, including inventory of equipment, consumables. The candidate will be expected to actively support laboratory activities in collaboration with the research team.
- 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. Alexandre Campos, integrated in the Research Team “Blue Biotechnology, Environment and Health” 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 full time work contract, will be signed, starting in January 2026, under the regime of exclusivity, according to legal terms (articles n.º 140º, nº 1 and nº 2, h; and article n.º 148º, nº 4.
- 7. Salary:** The gross monthly remuneration to be attributed is: level 15 – 1389,93 € (one thousand, three hundred and eighty-nine euros and ninety-three cents), food, vacations and Christmas allowance apart.

- 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. The ranking of candidates will be performed by a global evaluation based on:

- Evaluation of the *Curriculum Vitae* - merit of the academic curriculum and performance: global appreciation considering the BSc and further enrolled studies, and its appropriateness to the position as well as the performance of the candidate in such degrees - 50%;
- Relevant experience and qualification for the proposed research area, motivation and research interest alignment with the goals of the project - 50%.

The evaluation process will result in a pre-selection of the three highest-ranking candidates, with a final score equal to or higher than 75%. This will be communicated to the candidates, and an interview may be conducted. If an interview is held with the pre-selected candidates, it will be held to clarify aspects related to the research results. This interview will be scored on a scale of 0 to 20 and will carry a relative weight of 20%, while the previous evaluation will carry a relative weight of 80%. The jury reserves the right to not assign the position if none of the candidates meets all the requirements and matches the desired quality profile.

9. Composition of the jury:

President of the jury: Alexandre Campos, PhD
Vogal: Mário Araújo, PhD
Vogal: Graciliana Lopes, PhD

- 10. Deadline for application and how to apply:** Candidates interested in this position should send their application between the **7th November until 20th November 2025** to rh@ciimar.up.pt and acampos@ciimar.up.pt. The subject of the e-mail must contain the competition reference "2025_092_TS_BB4F".

The application cannot exceed 20 MB and 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.

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

- 11. Form of advertising/ notification of the results:** The results of the first step of the evaluation (pre-selection) will be 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 Administrative Procedure Code, in a preliminary hearing setting. After the eventual collection of the reference letters and interviews, the final results will be 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.

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 February 3rd, 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 process on their application form, under the regulations above.