

Announcement for the opening of selection tender procedure for a superior technician (1 vacancy)

Reference: 2026_07_TS_PROALGAE

A competition is open for the attribution of 1 employment contract for a superior level 11 technician, holder of a Master degree, within the scope of the project “PROALGAE – Fish gut probiotics: a tool for improving seaweed utilization and fish health”, reference COMPETE-FEDER-00724100-16092, funded by the European Regional Development Fund (ERDF/FEDER) through COMPETE 2030 – Innovation and Digital Transition Program, at the Research Unit - CIIMAR - Interdisciplinary Research Center Marine and Environmental, under the following conditions:

1. Scientific area: Biological Sciences / Marine Sciences

2. Admission requirements: To be admitted to the competition, candidates must hold a degree in the area of Biological Sciences (Biology, Biochemistry, Biotechnology, Environmental Sciences and Technologies, or similar areas). Candidates must master the English language. Applicants must also have excellent academic and professional credentials, a willingness to work in a team, and be highly motivated and oriented towards a research technician role and teamwork.

National, foreign and stateless candidates with a scientific and professional curriculum that reveals an adequate profile for the activity to be developed, according to the place in the competition, are encouraged to apply for the position. If the degree has been awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018 of 16 August, and any formalities established therein must be fulfilled until the signing of the contract.

3. Specific admission requirements: Candidates must have **FELASA category B certification** and have prior skills and experience in:

- Microbiological expertise including the isolation and *in vitro* screening of spore-forming bacteria from the fish gut, genomic characterization of bacterial isolates, spore production and purification, and analysis of microbiota sequencing data.
- Experience in *in vivo* trials namely feeding, maintenance, and close monitoring of marine fish in recirculating aquaculture systems (RAS), with specific responsibility for the execution and supervision of bacterial challenge trials.

- Implementation of bacterial infection and challenge protocols, including inoculum preparation, exposure procedures, systematic sampling, and monitoring of fish health and survival.
- Determination of enzymatic activities using standard biochemical assays.
- Gene expression analysis employing molecular biology techniques.
- Data processing, statistical analysis, and comprehensive reporting of experimental results.

4. Work plan: The selected candidate will work for the project “PROALGAE – Fish gut probiotics: a tool for improving seaweed utilization and fish health” and will be involved in all the project tasks:

- Isolation and identification of fish gut sporeforming bacteria able to hydrolyze macroalgae cell wall water-soluble polysaccharides.
- Genomic screening of the selected gut sporeforming isolates.
- Characterizing the enzyme-producing gut sporeformers in terms of their biohazard level and industrial standards.
- Spores production and purification.
- Performance of growth, digestibility and bacterial challenge trials.
- Sampling of tissues for analysis.
- Determination of selected enzyme activity in target tissues.
- Molecular biology techniques including the determination of the expression of genes involved in the immune response.
- Analysis of the intestinal microbiota composition by NGS techniques.
- Data processing and statistical analysis.
- Reports and manuscripts preparation.

5. Legislation and official rules: Article 140, number 2, line g) and article 148, number 5, of the Labor Code (Law 7/2009, of 12 February and respective updates).

6. Work place: The selected candidate will work under the supervision of the researcher Paula Enes from the NUTRIMU group. The laboratory is located at the headquarters of CIIMAR, in the modern Cruise Terminal of the Port of Leixões, in Matosinhos, in the metropolitan area of Porto. The successful candidate will work in an international and multidisciplinary environment with a strong connection to the marine environment.

7. Duration of the contract: Uncertain term working contract, starting in **April 2026**, according to legal terms articles n. 140, no 1 and no 2, g; and article n. 148, – Labour Code.

8. Salary: The gross monthly salary is 1 446,51 €, in accordance with the Single Remuneration Table (level 15), food, holidays and Christmas allowance apart.

9. Selection methods: An overall assessment (valued from 1 to 10) of the candidates' merit will be made through the evaluation of their scientific and curricular track record, based on 3 strands and relevance for the planned project. The evaluation of the curriculum vitae will count 40% (CV), the motivation letter 10% (ML) and the scientific activity 50% (SA).

CV: For the global evaluation of the CV, the academic qualifications and the scientific path will be evaluated.

ML: Evaluation of the candidate's motivation and ability to innovate, based on the motivation letter describing the relevance of the scientific path to the position and personal career goals.

SA: The scientific activity is evaluated, based on:

- Publications in peer-reviewed international journals in the working area of the project.
- Oral and poster presentations in international and national conferences in the working area of the project.
- Demonstrated experience in the specific admission requirements mentioned in point 3.
- Participation in R&D projects, services, knowledge transfer processes, supervision or mentorship of students in the laboratory, and knowledge dissemination activities.

This global assessment will result in a pre-selection of the three best-ranked candidates, which will be communicated to the candidates. 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 pre-selected candidates takes place, its objective is to clarify aspects issues related to their application, namely regarding their professional and/or curricular achievements. The interview has a weight of 30% and the previous evaluation weight of 70%.

The evaluation of the scientific and curricular path focuses on the relevance, quality, timeliness and adequacy to work plan of the project.

10. Composition of the jury selection:

President of the jury: Paula Enes

Vogal: Cláudia Serra

Vogal: Helena Peres

11. Form of Advertising/notification of results: The final results of the first evaluation step (pre-selection) will be published on the CIIMAR website as a list of candidates ranked according to the assigned valuation. These results will also be emailed to candidates. In case of disagreement, candidates have a period of 10 working days to respond, if they so wish, in a prior hearing and in accordance with the Code of Administrative Procedure. After the interviews, the final results related to the pre-selected candidates will be published on the CIIMAR website and communicated to them via e-mail.

The jury reserves the right not to assign the position if none of the candidates meet all the requirements and match the desired profile.

12. Period for receiving applications: If you are interested in this position, you must send your application between **30/3/2026 until 13/04/2026** to rh@ciimar.up.pt, with the reference of the competition “2026_07_TS_PROALGAE” in the Subject field of the email. The application must be formalized by sending the following documents (all written in English):

- a) Curriculum vitae, detailed and structured pursuant to section 9; including information regarding: scientific and technological production, research activities, and knowledge dissemination; Include contact data (e-mail address and phone number).
- b) Motivation letter (max 1 page) that includes a short description of the professional activities that the candidate considers relevant;
- c) Copy of eligibility certificates.
- d) Any other documents considered relevant.

Applications that do not include all of the above elements will not be considered. False statements provided by the candidates shall be punished by law.

13. Policy of non-discrimination and equal access: CIIMAR actively promotes a policy of non-discrimination and equal access, whereby no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty on the grounds, namely, of ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, illness chronicle, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership. Under the terms of Decree-Law n° 29/2001, of February 3rd, the disabled candidate has a preference in equal classification, which prevails over any other legal preference. Candidates must declare in the

application form, under a commitment to honor, the respective degree of incapacity, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned diploma.