

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

### Reference: 2026\_039\_TS\_SAFE

A competition is open for the attribution of 1 employment contract for a technician, level 15, within the scope of the Project “SAFE – Smart Aquaculture for Future”, financed by *Horizon Europe*, reference 101084549, at the Research Unit - Interdisciplinary Research Center of Marine and Environmental, under the following conditions:

**1. Scientific area:** Biological Sciences or related areas;

### 2. Admission requirements:

Any national, foreign and stateless candidates with a bachelor degree in the area of Biological Sciences or related areas, with a final average equal or greater than 15 points (out of 20).

In the event the degree was conferred by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 66/2018 of 16th August, until the signature of the contract.

The specific admission requirements for the competition are as described below.

- Experience in isolation, cultivation, maintenance and preservation of non-photosynthetic bacteria;
- Experience in bacterial taxonomy and polyphasic classification approaches;
- Experience in molecular biology techniques for bacterial identification (e.g., DNA extraction, PCR, 16S rRNA gene sequencing);
- Familiarity with phylogenetic and phylogenomic analyses (e.g., sequence alignment, tree reconstruction);
- Experience with bacterial characterization (e.g., morphology, growth conditions, basic physiological tests);
- Ability to handle and interpret microbiological and genomic datasets;
- Good laboratory practices and experience in microbiology laboratory workflows;
- Be fluent in Portuguese and English, both written and spoken;
- Have immediate availability (to be mentioned in the motivation letter).

**3. Work plan:** The work plan is focused on the taxonomic identification and characterization of a novel bacterial species using a polyphasic approach. The selected candidate will be responsible for the cultivation, maintenance



and preservation of the bacterial strain, as well as for its phenotypic and physiological characterization, including assessment of growth conditions, morphology and basic biochemical traits.

The candidate will perform molecular identification through 16S rRNA gene sequencing and conduct phylogenetic analyses to determine the strain's taxonomic position. In addition, the candidate will be involved in genome-based analyses, including genome assembly (if applicable), annotation and comparative analyses using established taxonomic metrics (e.g., ANI, dDDH).

The work will also include the integration of phenotypic, genotypic and phylogenomic data to support the proposal of a novel species. The candidate is expected to contribute to the preparation of a manuscript describing the new species for publication in an international peer-reviewed journal.

**4. 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).

**5. Work place:** The selected candidate will work in the research teams *MBB* and *LANUCE*, in CIIMAR, at the Terminal Cruise of the Port of Leixões, in Matosinhos, in the metropolitan area of Porto, under the supervision of Dr. Fátima Carvalho, Dr. Rodrigo Ozório, and Dr. Helena Peres.

**6. Duration of the contract:** Uncertain term work contract, according to legal terms (articles n. 140, no 1 and no 2, g; and article n. 148, – Labour Code).

**7. Monthly gross salary:** Equated to the higher technical career: Level 15 –1 446,51€ illiquid, Christmas, Food and Holidays allowance apart.

**8. 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:

- Experience in microbiology, particularly in cultivation and maintenance of bacterial strains;
- Experience in molecular identification of bacterial strains;
- Knowledge of bacterial taxonomy including polyphasic classification approaches.

The evaluation process may include a professional interview with the first three graders (up to 75%), which is intended to clarify aspects related to the career and experience, in which case the interview weighs 30% and the previous evaluation weighs 70%. If the candidates do not show up in the interview, they will be withdrawal from the application, being excluded from the competition.

After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.

#### 9. Composition of the jury selection:

President of the jury: Fátima Carvalho

Vogal: Rodrigo Ozório

Vogal: Helena Peres

**10. 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.

**11. Period for receiving applications:** The application by email, between **23/4 until 7/5**, to [rh@ciimar.up.pt](mailto:rh@ciimar.up.pt), with the reference of the Call “**2026\_039\_TS\_SAFE**” in the “Subject” field of the email. The application must be formalized by sending the following documents:

- a) Curriculum vitae, including contact data;
- b) Copy of eligibility certificates (i.e. bachelor degree).
- c) Motivation letter (max 2 pages) that includes a short description of the professional activities that the candidate considers relevant for the position;



- 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.

**12. 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 nº 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 honour, 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.

