

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

Reference: 2026_028_TS_MAREST

A competition is open for the attribution of one work contract (level 19) for the exercise of technical functions within the scope of the Project **MAREST - Desarrollo de estrategias conjuntas para la sostenibilidad de recursos marinos clave en las áreas de cooperación**, funded by Interreg España-Portugal (0569_MAREST_6_E), for CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), according to the following conditions:

1. Scientific areas: Marine Biological Sciences

2. Admission requirements:

The candidate should have a degree in Marine Biodiversity and Conservation or relative areas and meet the requirements below:

- a) The candidate must be an experienced diver with a Diving certification with the minimum level of Master Diver and Scientific Diving certification.
- b) Experience with in-situ monitoring of intertidal and subtidal rocky shore organisms, preferably seaweed and/or marine invertebrates.
- c) The candidate must have proved experience in Functional Diversity or related subjects.
- d) The candidates must have experience in experimental ecology, namely measuring eco-physiological status of seaweed and marine invertebrates.
- e) Experience with R software, species distribution modelling.
- f) Ability to write scientific publication and reports;
- g) Outreach and science dissemination activities;
- h) Applicants should have a good knowledge in English (written and spoken). No knowledge of Portuguese is required. All nationalities are welcome to apply (subject to visa restrictions).

The jury reserves the right to close the application in case none of the candidates meets the desired profile. 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:

The selected candidate will join our team under the MAREST Project – Development of Joint Strategies for the Sustainability of Key Marine Resources in the Cooperation Areas.

This project aims to design and implement cross-border strategies for the conservation and sustainable management of two key marine resources: kelp forests and populations of the sea urchin *Paracentrotus lividus*. Both resources play a crucial role along the Portuguese–Spanish coastline. Kelp forests provide essential habitat and nursery grounds for numerous marine species, supporting biodiversity and ecosystem functioning. The sea urchin *Paracentrotus lividus*, in turn, holds significant commercial value and contributes to local fisheries and coastal economies. In recent years, both resources have faced increasing pressures. Kelp forests are particularly vulnerable to climate change and marine heatwaves, while sea urchin populations are at risk of overexploitation. These growing threats highlight the urgent need for coordinated, cross-border strategies to prevent ecosystem collapse in the case of kelp forests and to ensure the sustainable exploitation of sea urchin stocks in the future.

The selected technician will be responsible for:

- Compiling and systematizing existing scientific and monitoring data;
- Leading and supporting fieldwork, including the monitoring and sampling of macroalgae and sea urchin populations under Activity 1;
- Assessing key ecological indicators of ecosystem condition, using functional diversity metrics and experimental approaches to evaluate functional impacts;
- Contributing to the implementation of the project’s Communication Plan and Supporting overall project coordination and reporting activities.

4. Legislation and official rules: Art. 140 n. 1 and n. 2, g) and 148 the Labor Code (Law 7/2009, of 12 February and respective updates);

5. Work place: The work will be carried out at CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos s/n, Matosinhos, integrated in the research Benthic Ecology Team, under the scientific supervision of Dr Francisco Arenas.

6. 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.

7. Monthly salary: Equated to higher technical career level 19: gross monthly salary € 1 657,04; food, holidays and Christmas allowance apart.

8. Selection methods:

The contract will be awarded based on the candidates' academic curriculum and technical skills. The ranking of candidates will be performed by a global evaluation of their scientific and curricular achievements (1 - 10 values): The candidates' score will be the sum of the evaluation of:

1. Merit of the academic curriculum in the scientific area and relevance to the project work plan (degrees and other training courses). Weight: 40%.
2. Experience relevant for the scientific area and the project work plan: Weight: 60%. The candidates will be ranked according to the following criteria:
 - a) Experience with in-situ monitoring of intertidal/subtidal rocky shore organisms, 25 %;
 - b) Experience in traits measurements and functional diversity data analyses 25%;
 - c) Experience in eco-physiological experiments, 20%;
 - d) Publications, reports and relevant conferences, 20%;
 - e) Motivation letter and additional information, 10%;

The evaluation process may include an interview by video conference with the top two candidates, with the propose of clarifying aspects related to the research results, and motivation towards the project, in case of insufficient curricular information for decision-making. In such a case, the interview will have a weight of 10% and the previous assessment a weight of 90%.

9. Composition of the jury selection:

President of the jury: Dr. Francisco Arenas

Vogal: Dr. Marina Dolbeth

Vogal: Dr. Emilio Salas Leiton

10. Form of Advertising/notification of results: The final results of the evaluation will be published through a list sorting the candidates according to their attributed mark, on the CIIMAR website and by e-mail; After the

announcement of the results, candidates are considered automatically notified to, if they wish to do so, comment on the results on a preliminary hearing period within 10 working days after that date, as provided for in the Código do Procedimento Administrativo.

The jury reserves the right to not assign the vacancy depending on the quality of the applications.

In case of resignation or withdrawal of the selected candidate, the next candidate with the highest evaluation score will be notified immediately.

Based on the final sorted list of the candidates it will be made a reserve list that will be used for the future recruitment of technicians for this project.

11. Deadline for application and presentation of applications:

The competition is open from **02/04/2026 until 16/04/2026**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae with clear specification of i) list of peer reviewed publications, books and/or reports proof the experience in the above-mentioned fields ii) list of the computer skills (software and/or programming languages for simulation and data analysis)
- copy of the eligibility certificates;
- motivation letter;
- one or more reference contact information of current or past supervisors;
- contact e-mail address and phone number;
- indication of the reference of the competition (as indicated in this announcement).
- any other documents that the candidates may recognize as relevant to demonstrate the adequacy to the function.

The applications should be sent by e-mail to: rh@ciimar.up.pt and farenas@ciimar.up.pt , with the offer reference “2026_028_TS_MAREST” in the subject. The applications that do not include all the elements previously indicated 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.