

Superior technical work contract (1 vacancy)

Reference: 2026_033_TS_PHAROS

A competition is open for the attribution of 1 technician position in the framework of the project “PHAROS: Lighthouse for the Atlantic and Arctic basins”, with the reference HORIZON-MISS-2023-OCEAN-01, nº 101157936, supported by European Union according to the following conditions:

1. Scientific area: Environmental Sciences

2. Admission requirements

- i) hold a degree in Biology, Biochemistry, Marine Biology, Environmental Sciences or related field
- ii) have experience in working with marine litter, ghost gear, and microplastics assessments; laboratorial and in-situ experimental assays for of the impact of marine litter and fishing gears, including microplastics; and development of analytical protocols for microplastics quantification
- iii) have experience in awareness activities with professional fishers related with marine litter
- iv) experience in working in international research projects.

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

Conditions of preference:

Experience in participation in projects related to marine litter, ghost gear and microplastics environmental impacts is highly advantageous.

3. Work plan:

The selected candidate will work for the project in the following tasks:

Prepare Fisher Guardian plans, guidelines and tools; Engage with the fisher communities in the selected sites; perform Impact analysis.

Dissemination and communication activities.



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the European Union

4. Legislation and official rules:

Article 140, n. 2, g) and Article 148, n. 4, of the Labor Code (Law 7/2009, of 12 February and respective updates).

5. Work place:

The work will be carried out at CIIMAR, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos, and DQB in FCUP, Rua do Campo Alegre, 687, 419-007 Porto, within Fish ecology and Sustainability research team under the supervision of Dr. Sandra Ramos.

6. Duration of the contract:

An unfixed-term employment contract scheduled to May 2026, under the legal terms in force (Labor Code).

7. Monthly salary:

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

8. Selection methods:

The evaluation will take into account:

- Merit of the academic curriculum and performance (global appreciation taking into account the graduation degree, its appropriateness to the position as well as the performance of the candidate in such degree, and relevant research activities) ranked from 0 to 10 with a relative weight of 30%
- Relevant experience and qualification for the proposed project activities (experience in working with marine litter, ghost gear, and microplastics assessments; laboratorial and in-situ experimental assays for assessment of the impact of marine litter and fishing gears, including microplastics; experience in awareness activities with professional fishers related with marine litter; participation in dissemination activities related to marine litter and ghost gear) ranked from 0 to 10 with a relative weight of 70%.



If necessary, an interview will be performed to the top three candidates, provided that scores are higher than seven (7) values, to allow for the selection of a single candidate. The interview will account for 30% of the total score. The selection will be based on the vote of each member of the jury regarding the most adequate candidate for the position, and, in the case of a tie in the vote, the vote of the president of the jury will prevail. The jury reserves the right to not assign the contract if none of the candidates meets all requirements and match the desired profile.

9. Composition of the jury selection:

President of the jury: Sandra Ramos

Vogal: Marisa Almeida

Vogal: Vânia Freitas

10. Form of advertising/notification of results:

The final results of the evaluation will be send through a list sorting the candidates according to their attributed mark, by e-mail and available in CIIMAR website; in case of disagreement, the candidates have a 10-working day term in which to contest the decision, if he/she so wishes, as provided for in the Código do Procedimento Administrativo in a preliminary hearing setting. The jury reserves the right to not assign the contract depending on the quality of the applications.

11. Deadline for application and presentation of applications:

The competition is open from **14 until 27 April 2026**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae
- copy of the eligibility certificates
- motivation letter outlining past research activities and their relevance to the position
- any other documents that the candidates may recognize as relevant
- contact e-mail address and phone number



Applications must be sent by email to rh@ciimar.up.pt with the reference 2026_033_TS_PHAROS on the subject. Attachments should be limited to 5 MB total size. 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 policy of non-discrimination and equal access, by which no candidate can be privileged, can benefit or be put in disadvantage, or can be deprived of any rights or duties based on their social or cultural background, ethnic group or race, age, sex, sexual orientation, marital status, family status, economic status, education, social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, territory of origin, language, religion, political or ideological beliefs and unionization.

As set forth by the Decree Law 29/2001, the candidate with disability has preference if equally classified, which prevails over any other legal preference. The candidates with disability must declare in their application, on their word of honour, their degree and type of disability, and the means of communication/expression that are to be used in the selection process, as provided by the above mentioned legal diploma.

