

SELECTION PROCEDURE FOR THE CONTRACTING OF A TECHNICIAN (1 vacancy)

Reference: 2026_041_TS_AQUAWELL

A competition is open for the attribution of one (1) work contract vacancy to a Technician in the framework of the project “AQUAWELL - Steering microbiomes to ensure rainbow trout health and welfare” with the reference EUPAHW/0001/2025, funded by the Fundação para a Ciência e a Tecnologia (FCT), in the framework of European Partnership Animal health and Welfare (EUPAHW), at the Research Unit - Interdisciplinary Centre of Marine and Environmental Research, according to the following conditions:

1. Scientific area: Biological Sciences.

2. General admission requirements: Any national, foreign and stateless candidate(s) who hold a Bachelor's degree or integrated Master's degree in animal science, aquaculture, biological sciences, veterinary medicine or related scientific areas; and a scientific and professional curriculum whose profile is suited for the activity to be performed focus on aquaculture. 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.

3. Specific admission requirements: The specific admission requirements for the competition are as described below. Candidates must have previous skills and experience in:

a. Have and demonstrate technical and scientific skills in recirculating aquaculture systems;

b. Experience in fish husbandry and challenge trials (e.g., inflammation, infection), with particular emphasis on larvae and early juveniles. Experience in rearing other aquatic organisms will be positively considered;

c. Capacity to work independently;

d. Capacity to analyse health related traits in aquatic animals, such as immune and oxidative stress parameters, as well as gene expression;

e. Advanced knowledge of statistics and data analysis;

f. Be fluent in English, both written and spoken.

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

4. Working plan: The candidate will participate in the day-to-day routines of the project AQUAWELL, including analysis of samples and data management and interpretation. The candidate will be also responsible for progress reports writing and participation in progress meetings.

The candidate will mainly be involved in the following activities i) maintenance of recirculating aquaculture systems; ii) maintenance of aquatic organisms and running experimental trials; (iii) sampling of tissues, analytical work and data analysis; and (iv) participation in dissemination and management activities.

5. 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).

6. Workplace: The work will be carried out in the research team Aquatic Animal Health located at CIIMAR – Interdisciplinary Centre of Marine and Environmental Research, Novo Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos s/n, 4450-208 Matosinhos, Portugal, under the supervision of Dr. Benjamin Costas.

7. Duration of the contract: An unfixed-term employment contract scheduled to June 2026, under the legal terms in force (Labor Code).

8. Monthly salary: Equated to the higher technical career, level 19: gross monthly salary € 1657.04 €; food, holidays and Christmas allowance apart.

9. Selection methods: The ranking of candidates will be performed by an initial evaluation based on the Evaluation of the Curriculum Vitae (EC) according to the following criteria:

- i. Average of the classification obtained in Graduation degree (M) – 40%;
- ii. Demonstrated experience in the requested areas (ERA) – 50%;
- iii. Motivation letter (ML) – 10%.

The Evaluation of the Curriculum Vitae will be performed according to the following formula:

$$EC = [40\%M + 50\%ERA + 10\%ML]$$

Following sorting of all candidates after CV evaluation, a second phase with interview will only take place in case of tight scores in the top ranked candidates. In such a case, there will be an interview to the maximum of four candidates. All the factors will be pondered according to the formula:

$$INT = 20\%$$

The final score (CF), expressed in a number from 0 to 20, will weight in the Curriculum Vitae evaluation (80%) and the interview (20%):



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CF = 80%EC+20%INT

If the candidates do not show up in the interview, they will be withdrawal from the application, being excluded from the competition.

The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed.

Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever required.

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

10. Composition of the jury selection:

President of the jury: Benjamin Costas, PhD

Vogal: Sergio Fernández Boo, PhD

Vogal: Marina Machado, PhD

11. Deadline for application and presentation of applications: The application period starts 27/05/2026 until 11/06/2026.

Applications must be formalised by e-mail to rh@ciimar.up.pt and must explicitly state the announcement reference on the subject: **2026_041_TS_AQUAWELL**

Applications shall include all supported documents encompassed by section 2 and 3 for tender admission, namely:

- a) Copy of the eligibility certificates;
- b) Curriculum vitae, detailed and structured pursuant to sections 2 and 3; including information regarding: scientific and technological production, applied research activities, extension activities and knowledge dissemination and science, technology and innovation programs;
- c) Other documentation relevant for the evaluation of qualifications in a related scientific area;
- d) Motivation letter;
- e) Contact e-mail address and phone number;
- f) The reference of this application (indicated in this announcement).

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



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12. Form of advertising/notification of results: Both admitted and excluded candidate list and final classification list will be notified by e-mail and will be published in website of the institution www2.ciimar.up.pt.

Preliminary Hearing and Final Decision Deadline: Pursuant to article 121 of the Administrative Procedure Code, after publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a maximum period of 90 days, counting from deadline for submission of applications.

Tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

13. 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.

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