

**ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE HIRING OF
ONE (1) RESEARCHER HOLDING A PHD/DOCTORATE**

Reference: 2026_076_IJ_ECOAT

A competition is open for the attribution of one (1) work contract vacancy to a Doctorate researcher in the framework of the project *ECOAT- Bioinspired strategies for new sustainable marine antifouling technologies* with reference COMPETE2030-FEDER-00853900 (nº 17136)/ 2023.16744.ICDT, financed by the Programa de Inovação e Transição Digital (COMPETE 2030), Portugal 2030, under the following terms and conditions:

1. **Scientific Area:** Biology, Biotechnology
2. **Admission requirements:** In order to be admitted to the competition, the candidates must hold a PhD or Doctorate in Biology, Biotechnology or in a related field. The candidates should be able to communicate orally and in written form in English language.

The ideal candidate should have an outstanding academic and professional track record, with demonstrated participation in national and international research projects. They should be highly motivated, collaborative, and committed to working in multidisciplinary teams, with a strong interest in industrial biotechnology, particularly the development, validation, and mode-of-action elucidation of nature-inspired antifouling technologies.

The candidate should demonstrate proven expertise in analytical chemistry techniques (HPLC-UV, LC-MS, and NMR) and molecular and cellular biology tools for mode of action prediction. Demonstrated experience in natural-based polymers, bioactives, and their integration into antifouling prototypes will be valued. A strong background in molecular and cellular biotechnology approaches for molecular target identification and mechanism-of-action elucidation will be highly valued.

Any national, foreign and stateless candidate(s) who hold a PhD/doctorate degree in one of the aforementioned areas and a scientific and professional curriculum whose profile is suited for the activity to be performed is encouraged to apply to this position. In cases where the PhD/doctorate 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 hired researcher will be responsible for i) carrying out research related to the project, but also bring in new ideas, develop them, and create synergies with the research team; ii) train students and other team members, and assume supervision responsibilities for MSc and PhD students, iii) management, dissemination and communication in the framework of the project.
4. **Legislation and official rules:** Decree-Law no. 57/2016 of 29th August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), updated by the Law no. 57/2017 of 19th July and Labour Code approved Law no. 7/2009 of 12th February, under its current reading and Regulatory Decree No. 11-A / 2017, of 29th December.

5. **Work place:** The selected candidate will work under the supervision of Dr. Joana Almeida, integrated in the Research Team “Bioinspired Ocean Interfaces” at CIIMAR (University of Porto). The laboratory is located at the headquarters of CIIMAR, in the modern Cruise Ship Terminal of the Port of Leixões, in Matosinhos, Porto’s metropolitan area.
6. **Duration of the contract:** An uncertain term work contract will be signed under the regime of exclusivity, according to legal terms (articles n.o 140o, no 1 and no 2, h; and article n.o 148o, no 4 – Labour Code and article 6o, no 1 b) e no 3 from Decree-Law n.o 57/2016, de 29 -8).
7. **Salary:** The gross monthly salary is 2 408,11€ according to the Single Remuneration Table (level 33) - Article 2 of Regulatory Decree No. 11 / A / 2017, of 29-12.
8. **Selection methods:** A global appreciation of the candidates’ merit and motivation (valued from 1 to 10) will be made on the basis of the evaluation of their scientific and curricular track-record, in particular the quality of their research outputs related to the subject area of the present call. This will result in a pre-selection of the three best-scoring candidates, scored higher than 7, which will be communicated to the candidates. One or both of the referees indicated by each of the pre-selected candidates can be contacted at this stage to provide reference letters. 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 three pre-selected candidates takes place, its objective is solely to clarify issues related to their application, namely regarding their curricular and professional achievements. In this case, the interview will have a relative weight of 0.1 and the previously communicated score will have a relative weight of 0.9.

The evaluation of the professional track record relates to the relevance, timeliness, quality and adequacy to the current project and will focus on the scientific and in particular research activities from the past 5-years that the candidate considers more relevant (as highlighted in their application). This 5-year period can be increased, if justified and asked for by the candidate, on account of disease, maternity/paternity leave, or other duly justified period of unavailability to work.

9. **Composition of the jury:**

President of the jury: Joana Almeida

Vogal: Pedro Leão

Vogal: Mariana Reis

10. **Form of advertising/notification of the results:** The results of the first step of the evaluation (pre-selection) will be and sent to the candidates by e-mail. The candidates have a 10-working day term in which to contest the decision, if they so wish, as provided for in the "Código do Procedimento Administrativo", in a preliminary hearing setting. After the eventual collection of reference letters and interviews, the final results will be published on the website of CIIMAR and communicated by e-mail to the candidates. The jury reserves the right not to assign the work contract if none of the candidates meet all the requirements and match the desired profile.

11. Deadline for application and how to apply: If you are interested in this position, you should send your application between the 29/7 until 11/8/2026 to rh@ciimar.up.pt. The subject of the e-mail must contain the competition reference (as indicated in this announcement). The application must be formalized compulsorily by sending the following documents (all documents in English language):

- Detailed Curriculum Vitae in English including the e-mail address and phone number of the candidate as well as two reference contacts (name, e-mail and current position);
- Motivation Letter (max 2 pages) that includes a short description of the professional accomplishments that the candidate considers relevant in the past 5 years;
- Copy of the eligibility certificates.

The whole application should be no bigger than 5 MB. Applications that do not include all the previously indicated elements will not be considered.

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.