

ANNOUNCEMENT FOR THE OPENING OF A SELECTION TENDER PROCEDURE FOR (1) TECHNICIAN (LEVEL 15) HIRING

Reference: 2026_075_TS_Atlantida II

A competition is open for the attribution of one work contract for a technician within the scope of the project ATLANTIDA II, with the reference NORTE2030-FEDER-01799200, supported by Programa Regional do Norte 2021-2027 [NORTE2030], at the Research Unit - Interdisciplinary Centre of Marine and Environmental Research, for the exercise of research activities in A3 – Biobanks as tools for marine conservation, according to the following conditions:

1. Scientific area: Biological Sciences

2. General admission requirements:

- i) Bachelor degree in the area of Biological or environmental sciences or a related scientific area, with a final average equal or greater than 15 points (out of 20);
- ii) At least 3 years' experience in growing, maintaining and preserving cultures of marine non-photosynthetic microorganisms in biobanks, preferably including experience with bacteria belonging to the phylum Actinomycetota;
- iii) Experience in bacterial taxonomy and polyphasic classification approaches;
- iv) Familiarity with phylogenetic and phylogenomic analyses (e.g., sequence alignment, tree reconstruction);
- v) Experience in the exploration of marine microorganisms for health and environmental applications, including experience in preparing organic extracts, performing antimicrobial, anticancer and anti-inflammatory bioassays, and conducting biodegradation assays;
- vi) Be fluent in Portuguese and English, both written and spoken;
- vii) Have immediate availability (to be mentioned in the motivation letter).

Any national, foreign or stateless candidate(s) who hold a degree in Biology, Environmental Sciences or a related scientific area and a scientific and professional curriculum whose profile is suited for the activity to be performed, can apply.

In the event 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.

3. Working plan:

The selected candidate will be responsible for providing technical support to the development of Activity A3 – Biobanks as tools for marine conservation, which aims to establish marine biobanks as tools for biodiversity preservation and biotechnological exploration. This effort includes creating standardized protocols for sample collection and storage, covering from microorganisms to larger

organisms such as sponges and deep-sea corals. These biobanks will be integrated into national and international networks, such as the Portuguese Blue Biobank (BAP) and the European Marine Biological Resource Centre (EMBRC), maximizing resource and data sharing. The development of a digital database to manage access to these samples, following the guidelines of the Nagoya Protocol, will ensure that the collected biological resources are accessible for future research and biotechnological applications, such as the creation of new products and services in the blue bioeconomy.

The candidate will mainly be involved in the following activities i) growing, preserving and cataloguing non-photosynthetic prokaryotes that will integrate CM2C biobank, at CIIMAR; ii) carry out phylogenetic and phylogenomic identification of microorganisms integrating the biobank; iii) preparation of organic extracts from liquid cultures of non-photosynthetic prokaryotes; iv) performing antimicrobial, anticancer and anti-inflammatory bioassays; (v) evaluating the capacity to biodegrade various environmental pollutants; (vi) performing data analysis; (vii) prepare intermediate and final project reports; (viii) participating in dissemination activities.

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. Workplace: The work will be carried out at CIIMAR, in close articulation with the coordinators Fátima Carvalho and Ana Paula Mucha, at Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos, Portugal.

6. Duration of the contract: An uncertain term work contract will be signed starting October 2026, under the regime of exclusivity, according to legal terms (articles n. 140, no 1 and no 2, g; and article n. 148, – Labour Code).

7. Monthly 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 growing, preserving and cataloguing non-photosynthetic prokaryotes in biobanks, preferably with bacteria belonging to the phylum Actinomycetota.;
- Experience in phylogenetic and phylogenomic identification of bacterial strains;
- Experience in bacterial taxonomy and polyphasic classification approaches
- Experience in performing bioactivity assays.

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: The competition jury has the following composition:

President: Fátima Carvalho

Vogal: Ana Paula Mucha

Vogal: Catarina Magalhães

Substitutes:

Joana Fernandes

10. Deadline for application and presentation of applications: The application period starts on 28/8 until 10/9/2026.

10.1 Applications must be formalised by e-mail to rh@ciimar.up.pt (and must explicitly state the announcement reference in the subject: 2026_075_TS_Atlantida II.

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

- a) Copy of the eligibility certificate;
- b) Curriculum vitae, detailed and structured according to section 8., including information regarding academic qualifications and scientific activity;
- c) Other documentation relevant for the evaluation of qualifications in a related scientific area;
- d) Motivation letter;
- e) Contacts e-mail address and phone number.

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.

11. Form of advertising/notification of results: The results of the first step of the evaluation (pre-selection) will be published on the website of CIIMAR and sent by e-mail. The candidates have a 10-working day term to contest the decision, if they so wish, as provided for in the "Código do Procedimento Administrativo", in a preliminary hearing setting.

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 specific vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

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.