**ANNOUNCEMENT FOR THE OPENING OF SELECTION TENDER PROCEDURE FOR (1) TECHNICIAN (1 vacancy)**

**Reference: 2026_089_TS_ CLIRAQUA**

A competition is open for the attribution of 1 employment contract for a technician, within the scope of the project CLIRAQUA - Climate Resilience and Adaptation in Aquaculture, with reference EAPA_0103/2024, financed by the INTERREG Atlantic Area, under the following terms and conditions:

1. Scientific area: Biological Sciences or related areas;

2. Admission requirements:

- Any national, foreign and stateless candidates with a bachelor degree in the area of Biological Sciences or related areas, with a final average of ≥ 15 values;

- Demonstrated experience in designing, conducting, and analyzing stakeholder/sectoral survey instruments, socio-ecological questionnaires, and risk perception studies in aquaculture and coastal ecosystems;

- Over five years of hands-on experience working with finfish and bivalves in recirculating aquaculture systems (RAS), encompassing conservation-focused environmental research across marine and freshwater environments;

- Proven scientific background in coastal ecology, multi-stressor impacts, spatial-temporal variability of marine populations, and ecosystem responses to climate change and anthropogenic drivers;

- Authorship or co-authorship of peer-reviewed scientific articles published (or accepted for publication) in international indexed journals (JCR), with a strong focus on marine biotechnology, macroalgae/microalgae biomass valorization, fish nutrition, oxidative stress biomarkers, aquaculture sustainability, and ecology.

- Proven track record of scientific communications, including oral presentations and poster communications at national and international conferences or symposia in the fields of marine sciences, aquaculture, and climate change adaptation.

- Training Certificate in Laboratory Aquatic Animal Science Course.

Preferential conditions:

Availability to travel in Portugal and abroad within the framework of existing collaborations.

If the degree has been awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018 of 16 August, and any formalities established therein must be fulfilled until the signing of the contract.

3. Work plan: The candidate will autonomously design, conduct and analyze stakeholder/sectoral survey instruments, socio-ecological questionnaires, and risk perception studies in aquaculture and coastal ecosystems. The candidate will also assist in execution of fish growth trials to assess the impact of climate changes on the growth performance and metabolic rate. Candidates will lead in the preparation of scientific publications resulting from their work.

4. Legislation and official rules: Article 140, number 2, line g) and article 148, of the Labor Code (Law 7/2009, of 12 February and respective updates

5. Work place: The selected candidate will work in the Nutrition, Growth and Quality of Fish research team (LANUCE), in CIIMAR, at the Terminal Cruise of the Port of Leixões, in Matosinhos, in the metropolitan area of Porto, under the supervision of Dr. Rodrigo Ozório

6. Duration of the contract: an uncertain term work contract will be signed, according to legal terms – artº 140º and artº148 Labour Code.

7. Salary: The gross monthly salary is 1.499,15 €, in accordance with the Single Remuneration Table (level 16), food, holidays and Christmas 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. The availability to travel in Portugal within the scope of existing collaborations will also be evaluated.

SA: The scientific activity is evaluated, based on:

- Experience in designing, conducting, and analysing stakeholder/sectoral survey instruments, socio-ecological questionnaires, and risk perception studies in aquaculture and coastal ecosystems;

- Experience in carrying out finfish and bivalves trials in recirculating aquaculture systems (RAS);

- Experience in alkaline pretreatments, high-solid loading autoclaving, enzymatic hydrolysis, solid-state fermentation of novel ingredients for aquaculture feeds;

- Use of data analysis programs (e.g. SPSS, R, Statistics), and autonomy in the processing and statistical treatment of data;

This global assessment will result in a pre-selection of the three best-ranked candidates, which will be communicated to the candidates.

An interview may also be carried out with the best three candidates positioned up to 7. The jury will select one candidate among the pre-selected candidates to the position. If an interview to the pre-selected candidates takes place, its objective is to clarify aspects issues related to their application, namely regarding their professional and/or curricular achievements, with a weight of 20%.

9. Composition of the jury selection: President of the jury: Rodrigo Ozório; Vogal: Helena Peres; Vogal: Rui Magalhães

10. Form of Advertising/notification of results: The final results will be sent to candidates ranked according to the assigned valuation. In case of disagreement, candidates have a period of 10 working days to respond, if they so wish, in a prior hearing and in accordance with the Code of Administrative Procedure. After the interviews, the final

results related to the pre-selected candidates will be published on the CIIMAR website and communicated to them via e-mail. The jury reserves the right not to assign the position if none of the candidates meet all the requirements and match the desired profile.

11. Period for receiving applications: The application by email, between 12/10/2026 until 23/10/2026, to rh@ciimar.up.pt , with the reference of the competition (2026_089_TS_ CLIRAQUA) in the "Subject" field of the email. The application must be formalized by sending the following documents:

a) Curriculum vitae, including contact data;

b) Copy of eligibility certificates.

c) Motivation letter (max 2 pages) that includes a short description of the professional activities that the candidate considers relevant for the position;

d) Any other documents considered relevant.

Applications that do not include all of the above elements will not be considered. False statements provided by the candidates shall be punished by law.

12. Policy of non-discrimination and equal access: CIIMAR actively promotes a policy of non-discrimination and equal access, whereby no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty on the grounds, namely, of ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, illness chronicle, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership. Under the terms of Decree-Law nº 29/2001, of February 3rd, the disabled candidate has a preference in equal classification, which prevails over any other legal preference. Candidates must declare in the application form, under a commitment to honor, the respective degree of incapacity, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned diploma.