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SELECTION PROCEDURE FOR THE CONTRACTING OF A RESEARCH GRANT–

(BI) 1 VACANCY

Reference: 2026_097_BI_SKINS

A competition is open for the attribution of one (1) research grant in the framework of the project "SKINs - Biomarcadores Cutâneos: Progresso na Saúde e Sustentabilidade da Aquacultura de Salmonídeos" with the reference nº 21638, funded by the European Regional Development Fund (FEDER) through the Competitiveness and Internationalization Operational Program (COMPETE 2030), at the Research Unit - Interdisciplinary Centre of Marine and Environmental Research, according to the following conditions:

1. Scientific area: Biological Science.

2. General admission requirements: Any national, foreign and stateless candidate(s) who hold a Bachelor degree or integrated Master's degree in veterinary sciences, aquaculture, biological sciences or related scientific areas; and a scientific and professional curriculum whose profile is suited for the activity to be performed on aquatic animal health, enrolled in a master program, aiming at consolidating their scientific training through the development of research work leading to the achievement of the respective academic degree, or in a non-academic degree courses integrated in the educational project of a higher education institution developed in association or cooperation with one or more R&D units, at the time of the contract signature;

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 and/or experience in proteomics, with particular focus on fish mucosal tissues;

b. Experience in fish juveniles and larvae infection trials with pathogens and bacterial load quantification;

c. Capacity to work independently;

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

e. Advanced knowledge of Excel and data analysis;

f. Be fluent in Portuguese and 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 SKINS, 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) sampling of tissues for analysis; ii) performing data analysis; (iii) participation in dissemination activities; and (iv) participation in management activities.

5. Legislation and official rules: Law nº.40/2004, 18th August (Research Fellowship Holder Statute) in its current version; Regulations for Studentships and Fellowships of the Fundação para a Ciência e a Tecnologia, I.P. and CIIMAR Grants Regulation.

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: Duration of 30 months, starting in November 2025, under the regime of exclusive dedication.

8. Monthly salary: The monthly maintenance allowance is 1090,98 €, in agreement with the monthly maintenance stipend table of the grants directly attributed by FCT, I.P. within the country, by bank transfer payment.

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) - 30%;
ii. Demonstrated experience in the requested areas (ERA)- 60%;
iii. Motivation letter (ML) – 10%.

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

EC = [30%M+60%ERA+10%ML]

The selection may include an interview to the maximum of three candidates, if up to 7/10. 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%):

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.

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 26/10/2026 until 6/11/2026.

Applications must be formalised by e-mail to rh@ciimar.up.pt and must explicitly state the announcement reference on the subject: **2026_097_BI_SKINS**

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.

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 https://www.ciimar.up.pt/jobs/ .

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.