# ANNOUNCEMENT FOR THE OPENING OF A SELECTION TENDER PROCEDURE FOR (1) TECHNICIAN (LEVEL 11) HIRING

**REFERENCE:** 2026_090_TS_InVert

A competition is open for the attribution of one (1) work contract vacancy to a Technician (Level 11) in the framework of the project InVert - Innovative bioreceptive solutions for estuarine resilience and protection (ref. COMPETE2030-FEDER-00795600, no. 16773), funded by the European Regional Development Fund (ERDF) through COMPETE 2030 – Innovation and Digital Transition Programme, within the R&D Institution Interdisciplinary Centre of Marine and Environmental Research (CIIMAR), according to the following conditions:

1. **Scientific area:** Physical Oceanography, Ocean Dynamics, Ocean Engineering or similar
2. **Admission requirements:** Candidates must meet the following requirements:

   - 12$^{th}$ grade (completed secondary school) in the area of Sciences, or a professional/technical course in a related field
   - Knowledge of the Portuguese language at the user level
   - Proficiency in the English language
   - Immediate availability

Failure to comply with these requirements determines the preliminary rejection of the application.

**Preferential conditions:**

- Proven knowledge/experience in the project's thematic area, particularly Lagrangian numerical modelling, data analysis and visualization, estuarine hydrodynamics, sampling campaigns and *in situ* data analysis and interpretation.
- Proven knowledge/experience in linking science and society, outreach activities, citizen science, and/or stakeholder engagement.
- Proven participation in scientific projects in the area.
- Experience working in multidisciplinary teams
- Initiative and sense of responsibility.

3. **Work Plan:** The selected candidate will join the Land-Ocean-Atmosphere Interactions (LOAI) research group at CIIMAR with the objective of developing numerical models to represent the main transport patterns in estuarine areas. The candidate will run Lagrangian models forced with previously obtained hydrodynamic modelling results to represent accumulation areas under several scenarios. The candidate is expected to join multidisciplinary sampling campaigns and perform the analysis of the physical data obtained, and relate them with other parameters measured during the campaigns. The candidate is further expected to enroll as well as co-organize the project's activities that will link science and society: stakeholders engagement, workshops, webinars, citizen science and other outreach activities, participating in the national and international dissemination of the project and its results. The candidate shall also participate in the production of scientific articles. With these tasks the candidate will contribute to InVert project WP2 – Collection, update and analysis of meteo-oceanic data for

demo site characterization, WP4 – Digital Twins implementation and validation, WP5 – Present and future scenarios assessment based on the Digital Twins, and WP6 – Stakeholder engagement, citizen science, project dissemination and data management plan.

**4. Legislation and official rules:** Art. 140 n. 1 and n. 2, g) and 148 the Labor Code (Law 7/2009, of 12 February and respective updates).

**5. Work place:**

The selected candidate will be integrated into the LOAI research group in close collaboration with the Coastal Biodiversity Lab (LBC) research team, both belonging to CIIMAR (University of Porto), under the supervision of Dr. Isabel Iglesias and Dr. Luis R. Vieira. The selected candidate will work in an international and highly multidisciplinary environment with a strong connection to the Ocean. The work will be carried out in the CIIMAR facilities, located at Terminal de Cruzeiros do Porto de Leixões, Avenida Norton de Matos, s/n, 4450-208 Matosinhos, Portugal.

**6. Duration of the contract:** An uncertain term work contract will be signed, starting January 2027.

**7. Monthly salary:** Equated to the higher technical career, level 11: gross monthly salary € 1.236,00; food, holidays and Christmas allowance apart.

**8. Selection methods:** The ranking of candidates will be carried out after the evaluation of individual CVs and motivation letters, based on:

A - Assessment of mandatory and preferential requirements for admission and experience in the desired area;

B - Evaluation of the candidate's motivation and ability to innovate, based on the motivation letter describing the relevance of the position and personal career goals;

C - Assessment of the candidate's profile considering knowledge in the desired scientific field and experience, as well as academic qualifications and transversal knowledge.

The selection criteria will be assigned the following weighting:
*0.35 x A + 0.30 x B + 0.35 x C*

If considered necessary, an interview will be carried out with the first 3 candidates, which will have a maximum weight of 30% of the final evaluation:
*0.7 x CV and Motivation (A+B+C) + 0.3 x Interview*

The final classification system for candidates is expressed on a scale from 0 to 20 values. The jury will deliberate by means of a grounded nominal vote, based on the adopted and published selection criteria, with no abstentions allowed. Upon completion of the evaluation process, the jury will draw up a list of eligible candidates in order of ranking. The minutes of the jury meeting will be available to candidates whenever requested.

**9. Composition of the jury selection:**

President of the jury: Dr. Isabel Iglesias
Vogal: Dr. Luis R. Vieira
Vogal: Dr. Ana Bio

**10. Form of advertising/notification of results:** The final results of the evaluation will be send through a list sorting the candidates according to their attributed mark, by e-mail and available in CIIMAR website; in case of disagreement, the candidates have a 10-working day term in which to contest the decision, if he/she so wishes, as provided for in the *Código do Procedimento Administrativo* in a preliminary hearing setting. The jury reserves the right to not assign the contract depending on the quality of the applications.

**11. Deadline for application and presentation of applications:** The competition is open from **26/11 until 6/11/2026.** The applications must be formalized by sending the following documents:

- application letter (include: application reference, contact e-mail address and phone number);
- motivation letter;
- detailed Curriculum vitae;
- copy of the eligibility certificates;
- any other documents considered relevant.

Applications must be sent by email to rh@ciimar.up.pt, with cc to iiglesias@ciimar.up.pt with the reference application in the Reference: **2026_090_TS_InVert**. Attachments should be limited to 2 MB total size. Applications that do not include all the elements previously indicated will not be considered.

**12. Non-discrimination and equal access policy:** CIIMAR actively promotes a policy of non-discrimination and equal access, by which no candidate can be privileged, can benefit or be put in disadvantage, or can be deprived of any rights or duties based on their social or cultural background, ethnic group or race, age, sex, sexual orientation, marital status, family status, economic status, education, social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, territory of origin, language, religion, political or ideological beliefs and unionization.
As set forth by the Decree Law 29/2001, the candidate with disability has preference if equally classified, which prevails over any other legal preference. The candidates with disability must declare in their application, on their word of honour, their degree and type of disability, and the means of communication/expression that are to be used in the selection process, as provided by the above mentioned legal diploma.