Centro Interdisciplinar de Investigação Marinha e Ambiental

Novo Edifício do Terminal de Cruzeiros do Porto de Leixões
Av. General Norton de Matos s/n
4450-208 Matosinhos | Portugal
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Announcement for the opening of selection procedure for the hiring of one (1) higher technician

Reference: 2026_100_TS_FOULPROOF

A competition is open for the attribution of 1 work contract vacancy to Higher Technician in the framework of the project FOULPROOF: Unraveling natural antifouling strategies in ascidians, with reference 2024.16275.PEX, financed by Fundação para a Ciência e Tecnologia (FCT), under the following terms and conditions:

1. Scientific area: Environmental Sciences or related areas

2. Admission requirements: Any national, foreign and stateless candidate (s) who hold (s) a BSc degree or integrated MSc in Environmental Sciences or related sciences. In the event the 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.

Candidates should be highly motivated to work in the field of ecotoxicology, particularly in the development of alternative, environmentally sustainable antifouling technologies. Previous experience in the in silico, in vitro and in vivo assessment of ecotoxicological profiles will be considered an asset. Experience with biofouling organisms, particularly mussel larvae and barnacles, as well as the reproduction and maintenance of marine invertebrates, including ascidians, under laboratory conditions, is a plus. Candidates should be able to communicate **orally and in written form in both Portuguese and English**.

3. Work plan: The selected candidate will join the BiO team and contribute to the implementation of the project's research activities, namely: (i) sampling and processing of marine invertebrates; (ii) ecotoxicological assessment of candidate compounds using in silico, in vitro and in vivo approaches; (iii) in vitro reproduction and maintenance of marine biofouling organisms under laboratory conditions; (iv) analysis and integration of ecotoxicological datasets; and (v) preparation of scientific manuscripts, dissemination of results and organization of outreach activities within the scope of the project.

The candidate will also contribute to the day-to-day management of the laboratory, including equipment and consumables inventory, and will be expected to actively support ongoing laboratory activities in close collaboration with the research team.

4. Legislation and official rules: Article 140, number 2, line g) and article 148, number 4 of the Labour Code approved Law no. 7/2009 of 12th February, and updates.

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. The selected candidate will work in an international and highly multidisciplinary environment with a strong connection to the Ocean.

6. Duration of the contract: An uncertain term full time work contract, will be signed, starting in December 2026, according to legal terms (articles n.º 140º, nº 1 and nº 2, h; and article n.º 148º, nº 4).

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7. Salary: The gross monthly remuneration to be attributed is: level 21 – 1 762,31 € (one thousand, seven hundred and sixty-two euros and thirty-one cents), food, vacations and Christmas allowance apart.

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. The ranking of candidates will be performed by a global evaluation based on:

- Merit of the academic curriculum: evaluation of the Curriculum Vitae and performance: global appreciation considering the degree and further enrolled studies, and its appropriateness to the position - 50% (A);
- Motivation: Relevant experience and qualification for the proposed research area and research interest alignment with the goals of the project - 50% (B).

The ranking of candidates will be performed by an initial evaluation based on a global appreciation of the candidates' merit (A) and motivation (B), valued from 1 to 10, and will be made on the basis of the evaluation of their scientific curriculum vitae track-record, in particular the quality of their research outputs related to the subject area of the present call. One or both of the referees indicated by the candidates with similar highest final scores might be contacted at this stage to provide reference letters. If deemed necessary, interviews may be conducted with the candidates who obtained the highest scores.

If an interview 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 0.3 and the previously communicated score will have a relative weight of 0.7.

The evaluation of the professional track record relates to the relevance, timeliness, quality and adequacy to the current project and will focus on the 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 Reis Almeida
Vogal: Ana Sara Gomes
Vogal: Ana Matos

10. Deadline for application and how to apply: Candidates interested in this position should send their application between the 20th until 04th December 2026 to rh@ciimar.up.pt . The subject of the e-mail must contain the competition reference "2026_100_TS_FOULPROOF".

The application cannot exceed 20 MB and 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);

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• Motivation Letter (max 2 pages) that includes a short description of the professional accomplishments that the candidate considers relevant;
• 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.

All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender will be excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.

11. Form of advertising/ notification of the results: The results of the first step of the evaluation (pre-selection) will be 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 Administrative Procedure Code, in a preliminary hearing setting. After the eventual collection of the reference letters and interviews, the final results will be 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.

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, se, 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 February 3rd, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, their respective disability degree, type of disability and communication/expression means to be used during the selection process on their application form, under the regulations above.