



JUNIOR RESEARCHER (M/F) in the area of marine ecology - 1 VACANCY

Reference: CCMAR/IJ/01/2023

Project: HORIZON-CL6-2021-BIODIV-01-12

The Algarve Centre for Marine Sciences (CCMAR) opens a call for a Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project HORIZON-CL6-2021-BIODIV-01-12: Improved science based maritime spatial planning and identification of marine protected areas, funded by Horizon Europe Framework Programme (HORIZON; HORIZON-RIA HORIZON Research and Innovation Actions), in order to recruit and select the best candidate for the development of the project activities under the following conditions:

Job Summary and Duties:

The project uses a systematic approach to design a network of marine protected areas in Europe using spatially comparable data on marine species, habitats and ecosystems in order to optimize the protection of most biodiversity. In parallel, it will map blue carbon attributes and model future climate velocity using ocean currents.

The tasks to perform by the Junior Researcher include:

1. Modelling of environmental data, including ocean currents and climate change scenarios.
2. Development of climatic proxies for changes in marine species distributions based on climate change scenarios (e.g., climate velocity).
3. Classification of marine ecosystems based on environmental variables (e.g., ordination analyses based on PCA and clustering algorithms).

Relevant Legislation:

- Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, (RJEC).
- Portuguese Labour Law, approved by Law nr 7/2009, from 12th February in its current form.
- Decree – Law nr 124/99, from 20th April in its current form.
- Regulatory Decree nr 11-A / 2017, of 29th December.
- Decree – Law nr 29/2001 of 3rd February.
- Portuguese Administrative Procedure Code

Starting Date: The contract is expected to start from the 1st of April 2023, and will last only for the time necessary to complete the described work plan.



Workplace: The workplace will be CCMAR (Gambelas Campus of the University of Algarve) and/or other places wherever necessary for the development the work.

Working Schedule: 35 hours per week.

Monthly Remuneration: Gross monthly Remuneration is 2206.05€, in accordance with subsection a), section 1, article 15 from Law nr. 57/2017, 19th July, and with the remuneration position at initial level predicted in article 2 of Regulatory Decree nr. 11-A/2017, of 29th December, correspondent to level 33 at Tabela Remuneratória Única, approved by Decree Law No 84-F/2022 of 16th December 2022.

Application Period: Between 10th February 2023 and 3rd March 2023 at 23:59 (Lisbon time, Portugal).

Required Profile:

1. PhD in Natural Sciences, Environmental Sciences, Biological Sciences, or related area.

Selection panel: in accordance with article 13º of RJEC the selection panel is composed of Doctor Jorge Assis, researcher at UALG and CCMAR, (President); Doctor Bárbara H. Costa, researcher at UALG and CCMAR (member) and Doctor Mark Costello, Project coordinator and researcher at Nord University, (member).

Evaluation and Selection Procedure:

The evaluation and selection of applications will consider the candidate's scientific and curricular career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC, as follows (scored on a scale from zero to twenty (0-20)):

CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);

CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%);

CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);

CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or



higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).

Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.

The CB sub-Criteria will be evaluated in accordance with their relevance to project aims, namely:

- Demonstrated ability to program in computing languages such as R and Python (100%)

The period of five years referred in the evaluation criteria may be increased by the selection panel, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

The selection committee reserves the right to contact and interview candidates if additional information or clarification of any curricular aspect is necessary. In case it takes place, the interview aims to evaluate in more detail the curricular items used to grade the candidate according to the list above.

Functioning of the Selection Panel

Evaluation (from 0-20 points) is performed through the documental assessment of the motivation letter (including a personal assessment of the relevance of the activities of the last five years for the present application, highlighting the chosen scientific publications), and the CV that will include the activities of the specific field and of the scientific and professional path of the applicant and of up to 3 scientific papers of the candidate's choice.

The score of each candidate is obtained from the sums of the scores of each criterion multiplied by the weights according to the formulation:

$$C = CA*80\% + CB*15\% + CC*4\% + CD*1\%$$

After determining the final score C of all candidates, each member of the selection panel will rank the candidates according to the final scores assigned to them from the highest to the lowest. This is followed by the vote to the first place and for each successive place. A candidate is selected when they receive the majority of votes. If this does not happen in the first round of voting, the least ranked candidate is eliminated, and the procedure is repeated with the remaining candidates. In case of a draw the vote of the President of the selection panel is decisive.

The selection panel will write minutes of the meetings with a description of the evaluation and selection process including an ordered list of candidates, their classification, and the final decision. The CCMAR Board of Directors shall validate the final decision of the selection panel.



In the event that no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the position because of failure to comply with documentary requirements or any other reason or later, during the contract, if they resign the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions based on the selectable reservation list that can be used up to 12 months of the date of the present announcement.

Application submission process and mandatory documents:

Applications must be complete and submitted through the CCMAR website <https://www.ccmар.ualg.pt/list/job>. Applications are considered to be correctly submitted only after the candidate has received a confirmation e-mail from CCMAR. Applications (in English) must include:

- A Motivation Letter (in English), including a personal assessment of the relevance of the activities of the last five years for the present application, highlighting the chosen publications.
- Detailed CV (in English) including the activities of the specific field and of the scientific and professional path of the applicant, organized according to the evaluation criteria CA to CD.
- A copy of the Doctoral Degree Certificate.
- E-mail contacts of up to 3 referees.
- Up to a maximum of 3 scientific papers chosen by the candidate.

Non-compliance with this documents/information determines the immediate rejection of the application.

Results: The lists of admitted and excluded candidates, and the final classification list, shall be posted on the CCMAR website at <https://www.ccmар.ualg.pt/list/job-closed> and all candidates will be notified by email.

Preliminary Hearing and Final Decision Deadline:

After the assessment of all applications the jury will write a provisional minute with the description of the admission process, assessment and selection, including the list of the ordered candidates and their classification and decision. All candidates will be notified by email of the provisional decision of the jury. In accordance with article 121 of the Portuguese Administrative Procedure Code, after being notified by electronic email all candidates have 10 working days, counted from the date of dispatch of the notification by electronic email, to contest the preliminary decision sending an email to the jury of the present call. The final decision will be validated by the CCMAR board of Directors, and all candidates will be notified by electronic email within 90 working days counted of the application deadline.



Candidates holding degrees awarded by a foreign university should have their degree recognized by a Portuguese higher education institution by the time of contract signing. Non-compliance justifies exclusion from the procedure. Information about the recognition procedures can be obtained at any Portuguese university or [here](#).

The present call is pending the conclusion of the agreement with the funding agency and the project partners, for this reason the selection panel and the CCMAR Board of Directors reserve the right to cancel this recruitment process in case of any restriction related to the aforementioned entities.

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.

CCMAR's non-discrimination and equal access opportunities policy – No candidate can be privileged, benefited, jeopardised, or be deprived of any right or exempt of any claim in regard to descendent, age, gender, sexual orientation, marital status, economic situation, origin, social economy, genetic heritage, disability, chronic disease, nationality, ethnicity, territory of origin, language, religion, politics, ideology or union membership.

The members of the jury approved this announcement on 30th January 2023.

