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## Research Fellowship – 1 vacancy

### **Within the project – BIOFISH-QoL**

Project number: 330785505

**Ref. <sup>a</sup>: CCMAR/BINCGAM/11/2021**

The Centre for Marine Sciences (CCMAR) opens one (01) Research Fellowship for a person with a Master Degree (Bolsa de Investigação não conducente à obtenção de grau académico para mestre), for applicants of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of **Biological Sciences**, within the research project: 330785505, named as “BIOFISH-QoL – Integrative approach for enhance quality of live in fishing communities of the 'Bons Sinais' estuary (Mozambique).” funded by Aga Khan, Network for Development and the Portuguese Foundation for Science and Technology, I.P. under the following conditions:

#### **Host and Contracting Institution:** CCMAR


This fellowship is intended for Master’s Degree holders that are enrolled in a non-academic degree course, integrated in the educational project of a higher education institution and developed in association or cooperation with one or more R&D units at the starting date of the fellowship.

#### **Work Plan, Tasks to perform and objectives:**

The BIOFISH\_QoL project aims to develop an integrative approach to improve the quality of life in the fishing communities of the ‘Bons Sinais’ estuary (Mozambique) by increasing knowledge in biology, ecology and socioeconomic aspects of fishing. The work to be developed involves validation of macroscopic fish scales through histology, larval/planktonic ecological, screening and identification of benthos (to assess the ecological status of the estuary).

Specifically, the fellowship holder will be involved in the following tasks and objectives:

1. Assist in all project tasks
2. Assist in the collection of benthic samples and/or processing them for the characterization of the environmental ecological status.
3. Contribute to compiling a marine ichthyoplankton list of fish and invertebrates of certain key species (sample screening and identification)
4. gonad histology (preparation, processing, tissue fixation, imaging, elaboration of histological scales of fish and invertebrates)
5. Participate in the preparation of scientific reports and articles;
6. Contribute to the capacity building of partners / researchers in Mozambique;

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**Scientific Supervisor:**

Dr. Francisco Miguel de Sousa Leitão, Coordinator of the project and researcher at the Algarve University and CCMAR.

**Work place:**

The workplace is CCMAR (Gambelas Campus of the Algarve University, Faro, Portugal) but it might be necessary to travel to Universidade Eduardo Mondlane- Escola Superior de Ciências Marinhas e Costeira (Quelimane, Mozambique).

**Requirements for the application:**

Applicants must meet all the conditions stated below:


1. driving license
2. Master's Degree in Biology / Marine Ecology and Fisheries or Related Nearby Areas
3. Availability to work out of hours, on weekends and/or holidays, as determined by the project work to do biological sampling and field trips - demonstrated in writing in the motivation letter)
4. Commitment to work closely with a good team environment and carry out the necessary tasks for the project as required by the project PI (supervisor)
5. High proficiency in Portuguese (spoken and written) and good fluency in English
6. Availability to stay for considerable periods in Mozambique Quelimane and travel between Portugal and Mozambique - Quelimane (demonstrated in cover letter).
7. This fellowship may only be granted to those who do not exceed, with the conclusion of the present fellowship contract, an accumulated period of two years in this type of fellowship, consecutive or otherwise, to be confirmed through the candidate's CV.

Non-compliance justifies exclusion from the procedure.

**Evaluation criteria:**

Through the analysis of the application documents the evaluation criteria for the applications and their relative weight for ranking are as follows:

- 1) Academic assessment - Master's area (considers disciplinary specificity) and final grade (25%)
- 2) Scientific and technological production (thesis work will be considered) from the last few years considered most relevant to the project; Applied or practice-based research activities developed in recent

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years (papers, poster, presentations, scientific cruises) and considered to have the greatest impact on the proposal (10%)

3) Knowledge of artisanal fishing, ecology-biology of marine / estuarine communities and socioeconomic component of artisanal fishing (15%)

4) User-level computer knowledge (5%);

5) experience in fisheries biology and/or biological sampling of marine animals, demonstrated by the general curriculum, namely marine benthos, marine ichthyoplankton and histology (40%)


6) Statistical proficiency, data processing and statistical analysis (univariate and multivariate) of biological and ecological data, namely in the field of fisheries biology demonstrated by the curriculum profile (for example, scores in the subject of statistics; advanced courses, etc.) (5 %)

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.

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 6 months of the date of the present announcement.

**Fellowship conditions:** The fellowship will have an initial duration of 06 months, expected to start from December 2021 eventually renewed for periods of 03 months, or until the end of the project never exceeding a total maximum of 12 months. The fellowship must be carried out under an exclusivity regimen, according to the FCT Fellowship Regulation (RBI) and of the CCMAR fellowship regulations (see [here](#)) based on the Portuguese law 40/2004, of 18 of August (Scientific Research Fellowship holder statutes) amended by the Decree-Law 123/2019 of 28 of August. A maintenance allowance of 1104.64€ will be paid monthly, through bank transfer, and will be updated as stipulated by the Foundation for Science and Technology (see [here](https://bit.ly/2ZcxUGJ) <https://bit.ly/2ZcxUGJ>).

**Application period:** from 29<sup>th</sup> October 2021 to 15<sup>th</sup> November 2021.

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**Application process and mandatory documents:**


Complete applications must be submitted online at <https://www.ccmarmar.algarve.pt/list/job> and must include:

- a motivation letter (in Portuguese);
- a detailed Curriculum Vitae (in Portuguese);
- the declaration of honour, available from the application platform, declaring the intention to enrol in a non-academic degree course, integrated in the educational project of a higher education institution and developed in association or cooperation with one or more R&D unit, if the candidate is selected for the position;
- a copy of the Master degree Certificate with the final classification (if awarded by a Portuguese Higher Education Institution) or a copy of the certificate of recognition of the Master degree by a Portuguese Public Higher Education Institution or by DGES – Directorate General for Higher Education (if the degree was awarded by a foreign University) with the conversion of the final classification in the Portuguese scale;
- the complete declaration of honour, available from the application platform, if they are unable at the time of application, to provide a copy of the Master degree certificate with the final classification (if awarded by a Portuguese Higher Education Institution) or a copy of the certificate of recognition of the Master degree with the conversion of the final classification in the Portuguese scale (if the degree was awarded by a foreign University), as indicated above;
- the email contact of up to 3 referees.

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

**Results and Preliminary Hearing:** The admission and evaluation results will be communicated by email within 90 working days after the application deadline. After notification, candidates have 10 working days to contest the preliminary decision.

**Candidates holding degrees awarded by a foreign university should have their degree recognized in Portugal no later than the date indicated in the communication of selection for the position. Non-compliance justifies exclusion from the procedure. Information about the recognition procedures can be obtained at any Portuguese public higher education institution or by Directorate General for Higher Education – DGES (here <https://bit.ly/3afyQQU>). The CCMAR board of Directors reserves the right to extend the above mentioned period, after request from the selected applicant, and as long as it does not cause a negative impact the working plan.**

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**Selection Committee:**

Dr. Francisco Miguel de Sousa Leitão, project coordinator and researcher at CCMAR and at the Algarve University (president of the jury), Professor Maria Alexandra Anica Teodósio, Vice - Rector at Algarve University and researcher at CCMAR (Member); Dr. Marta Albo-Puig-Server, researcher at CCMAR and at the Algarve University (member).

**Notes:**

**Hiring Documents**

After the candidate is selected and for the hiring purpose the following documentation/information will be requested:

- proof of the enrolment (Recibo de inscrição/matricula) from the Academic Services in a non-academic degree course (in accordance with the declaration on honour).
- If applicable, copy of the master degree (if awarded by a Portuguese Higher Education Institution) with the final classification in the Portuguese scale.
- If applicable, certificate of recognition of the master degree by a Portuguese Public Higher Education Institution or by DGES – Directorate General for Higher Education (if the degree was awarded by a foreign University) with the final classification in the Portuguese scale.
- Declaration of commitment stating the exclusivity regime.
- Civil, fiscal and social security Identification (if applicable).
- Account Number – IBAN
- Ciência ID: <https://www.ciencia-id.pt/CiencialD/HomePage.aspx>

**Fellowship Agreement model**

After the candidate selection and all information is received, it will be signed a fellowship agreement in accordance with the model [here](#)


**Fellowship holder Assessment**

At the end of each period of duration of the fellowship contract, the activity developed by the fellowship holder will be evaluated by the supervisor, by applying the following criteria, in accordance with the model below.

The opinion on the fulfilment of the activity plan will be evaluated taking into account the following evaluation criteria and using the following scale, insufficient - not comply with the requirements, satisfactory – comply satisfactorily with the requirements, good – comply completely with all requirements.

The candidate must have a minimum satisfactory for 3/5 of all criteria:

- assess an ability to work autonomously
- assess the ability to understand and apply the protocols that are called
- assess conduct in the workplace, including compliance with laboratory rules
- assess the capacity of technical reports and other scientific documents
- assess the ability to work and engage in teamwork

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Supervisor report model [here](#)

#### Fellowship holder report

By the end of each fellowship period, the fellowship holder must present a report. You can find the fellowship holder final report model [here](#)

Disabled candidates shall be preferred in a situation of equal ranking, 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 regards 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.

Faro, October 5<sup>th</sup> 2021



AGA KHAN DEVELOPMENT NETWORK



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