JUNIOR RESEARCHER (M/F) IN BIOTECHNOLOGY - 1 VACANCY

Reference: CCMAR/ID/12/2018

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 Sistema de Apoio à Investigação Científica e Tecnológica (SAICT) – Call nr 02/SAICT/2017 - Projeto de Investigação Científica e Desenvolvimento Tecnológico (IC&DT), funded by Investment and Structural European Funds (FEEI) - Programa Operacional Regional do Algarve and National Funds (FCT-MEC) under the research project "GreenTreat: An Integrated, Sustainable Process for the Tertiary Treatment of Urban Wastewater using Microalgae in the Algarve region", ref. ALG-01-0145-FEDER-031567".

Job Summary and Duties:

The Junior Researcher will join the team of researchers for the implementation of the GreenTreat project objectives'. The tasks involved are:

a) Deployment of pilot microalgal photobiorreactors e biomass settlers;
b) Innoculation of the bioreactors and follow-up of microalgal culture growth;
c) Chemical analysis of wastewater;
d) Chemical characterization of the produced biomass / sludge;
e) Evaluation of the sludge / biomass potential for biofuels (biodiesel and biogas);
f) Follow the microbial population dynamics in the photobioreactors during a year cycle;
g) Chemical characterization of the treated wastewater and assessment of water reuse scenarios;
h) Economical analysis and life-cycle assessment of the wastewater treatment process proposed by the project;
i) Supervision of MSc and PhD students in subjects within the project's objectives;
j) Writing of scientific papers and contribute to the preparation of project progress reports.

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 in January 2019 and will only last for the necessary execution of the working plan.

Workplace: The workplace is CCMAR (Gambelas Campus of the Algarve University, Faro, Portugal) and the Wastewater Treatment Plant of Quinta do Lago, Almancil, Portugal.

Working Schedule: 35 hours per week.

Monthly Remuneration: Gross monthly Remuneration is 2.128,34€, 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 Order nr 1553-C/2008, 31st December.

Application Period: Between 5th November 2018 and 26th November 2018.

Required Profile:

1. PhD in Biotechnology, Biological Engineering, Environmental Engineering or related areas;
2. Proven experience with microalgae cultivation;
3. Experience in using molecular biology techniques;
4. Drivers license valid in Portugal;
5. Experience in supervision of students.

Non-compliance with any of these requirements invalidates the application. Provision of false documentation will be punished by law.

Preference will be given to candidates with:

1. Experience in the use of microalgae for wastewater treatment;
2. Experience in chemical analysis, particularly nutrients in wastewater and macro- and micronutrients in the produced biomass;
3. Experience in lipid extraction and biodiesel production and in anaerobical digestion of microalgal biomass;
4. Experience in the identification of prokaryots and unicellular eukaryots using metagenomics;
5. Experience in the use of economical and life-cycle assessment software;
6. Be a vehicle owner;
7. Convenience to work on weekends, if required.

Selection panel: in accordance with article 13º of RJEC the selection panel is composed of Luisa Barreira, Professor at Algarve University and researcher at

CCMAR (President), Margarida Ribau Teixeira, Professor at Algarve University (Member), and João Varela, Professor at Algarve University and researcher at CCMAR (Member).

Evaluation and Selection Process

The evaluation is carried out in two phases, which will result in a final classification between 0 and 20 points.

First phase: Curricular assessment
The selection will be made through the evaluation of the motivation letter and CV, which will include the activity and career development plan within the subject area, and of the candidate's scientific and professional career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC. The following assessment criteria, and the candidate's ability to perform the duties required, will be considered:

CA) Scientific, technological production in the last five years, deemed most relevant by the candidate;

CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact;

CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices, developed in the last five years, that the candidate considers more relevant, including experience in students supervision;

CD) Project management activities and programmes of science, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system or higher education in Portugal or abroad developed in the last five years. Included here are the activities of preparation and submission of applications for science, technology and innovation projects.

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 evaluation of all candidates in the first phase must be completed within a period of no more than one calendar month after the applications are received. The candidates who have obtained less than an average of 10 points in the curricular assessments of the members of the jury will be considered not approved in absolute merit.

The top five candidates with the highest average scores of the curricular assessments that were approved in absolute merit will qualify for the second phase, consisting of an individual interview, either face-to-face or through a videoconference. The interview will be weighted, at most, as 10% of the final classification score. The candidates who do not qualify for the second phase will have a classification of 0 in the interview.

Second phase: Interview
In accordance with Article 5(5) of the RJEC, as it stands, the Jury will individually interview each candidate that was qualified to enter the second phase. During the interview, the members of the Jury will encourage an open debate about the quality and the innovative and creative nature of the research and professional activity of the candidates, considering the requirements and the subject areas of the specific tender procedure.

The interviews will be conducted within a period not exceeding 10 working days after the decision of the Jury.

Functioning of the Selection Panel

Each member of the selection panel will assess all the candidates in all the factors from CA to CD scoring between 0 and 20, and must present the reasons for the scores attributed. Abstention is not allowed. A similar procedure will be followed regarding the candidates that are called for the interview. The candidates that are not called for an interview will have 0 points in the second phase.

The curricular assessment (C) of each candidate is obtained according to the average of the criteria that is evaluated by the weights of the following formulation, expressed to the first decimal.

C = CA*40 + CB*40 + CC*10 + CD*10

CA and CB will be graded based on the scientific / technological publication and research / experience demonstrated in the following areas:

1. Experience in microalgae cultivation in photobioreactors (20%)

2. Experience in the use of microalgae for wastewater treatment (10%)

3. Experience in chemical analysis, particularly nutrients in wastewater and macro- and micronutrients in the produced biomass (20%)

4. Experience in lipid extraction and biodiesel production and in anaerobical digestion of microalgal biomass (20%)

5. Experience in the identification of prokaryots and unicellular eukaryots using metagenomics (20%)

6. Experience with the use of economical and life-cycle assessment software (10%)

http://ccmar.ualg.pt

The final scores (FS) of each candidate will be expressed as integers and will be obtained according to the average of the final results of the curricular assessment and of the interview (I) weighted as follows:

FS = C*90 + I*10

After completing the application of the selection criteria, each member of the selection panel will rank the candidates according to the final scores assigned to them. 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 (with tie-breakers based on the average of the final classifications).

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, or the funding conditions have significantly changed since the announcement of this position, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not accept the position or resigns during the contract, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions.

Application submission process and documents: Only applications submitted through the CCMAR website will be considered: https://www.ccmar.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) should include a Motivation Letter (including a personal assessment of the relevance of the activities of the last five years for the present competition, highlighting the chosen scientific publications), copy of the candidate's Ph.D. certificate, a detailed CV (in accordance with the requirements and selection criteria of the application), digital copies (e.g PDFs) of up to 3 relevant publications, other documents deemed as relevant for the application, and the email contacts of up to 3 referees.

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

Preliminary Hearing and Final Decision Deadline: After notification, candidates have 10 working days to contest the preliminary decision. The final decisions will be announced within 90 days of the application deadline.

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 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.

The members of the jury approved this announcement on October 29th 2018.