



## **JUNIOR RESEARCHER (M/F) in the area of Biology and Scientific Diving - 1 VACANCY**

**Reference: CCMAR/IJ/05/2024**

The Algarve Centre for Marine Sciences (CCMAR) opens a call for a Junior Researcher in the field of Biology and Scientific Diving (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: PROTOCOLO DE COLABORAÇÃO TÉCNICA E FINANCEIRA -HIPPOCAMPUS\_RIA - Avaliação e implementação de conservação ecossistémica de cavalos-marinhos funded by Fundo Ambiental, connected activities and other research projects under the following conditions:

**Career Profile:** R2 - Recognised Researcher

### **Job Summary and Duties:**

The tasks to perform by the Junior Researcher include:

1. Diving training
2. Diver and supervisor in scientific diving activities
3. Dives with scientific objectives
4. Data analysis
5. Report writing
6. Support for logistics associated with scientific diving
7. Filling diving cylinders with air, nitrox, trimix, and oxygen blends
8. Boat handling
9. Participating in outreach activities
10. Research project applications
11. Production of scientific publications
12. Participating in citizen science projects

### **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
- Internal Regulation For Scientific Research and Technological Development Personnel, and Science and Technology Management and Communication at Centro de Ciências do Mar do Algarve [here](#)

**Starting Date:** The contract is expected to start from september 2024, and will last only for the time necessary to complete the described work plan.

**Workplace:** The activities will be carried out at CCMAR (Gambelas Campus of the University of Algarve, Portugal) and/or at other locations necessary for the performance of the tasks, namely Portugal and some international missions.

**Working Schedule:** 35 hours per week.

**Monthly Remuneration** The monthly gross base remuneration to be assigned is 2,294.95 Euros, in accordance with subsection a) of section 1, article 15 from Law nr. 57/2017, of July 19, and with the first remuneration position of the initial level provided for in article 2 of Regulatory Decree nr. 11-A/2017, of December 29, corresponding to level 33 of the Tabela Remuneratória Única, approved by Decree-Law No. 108/2023, of November 22, 2023.

**Application Period:** Between 21<sup>th</sup> May 2024 and 05<sup>th</sup> June 2024 at 23:59 (Lisbon time, Portugal).

**Required Profile:**

1. PhD in Marine Sciences
2. SCUBA Diving Instructor
3. Experience in Scientific Diving
4. Experience as Gas Blender
5. Local Skipper License
6. Driver's License
7. Specialist in Underwater Photography and Video
8. Technical Diver (minimum 45m trimix)
9. Closed-Circuit Rebreather Diver
10. Experience in Data Analysis and Reporting
11. Experience in Science Communication
12. Proficiency in Portuguese and English



Provision of false documentation will be punished by law.

**Selection panel:** in accordance with article 13º of RJECC the selection panel is composed of Professor Diogo Paulo, auxiliary researcher at CCMAR, Professor at Algarve University and Coordinator of the CCMAR diving centre (president of the jury); Professor Jorge Gonçalves, principal researcher with agregação at CCMAR, Professor at Algarve University (full member) and Doctor Bárbara Horta e Costa, auxiliary researcher at CCMAR and Algarve University (full member); Doctor João Silva, auxiliary Researcher at CCMAR (substitute member) and Doctor Jorge Palma coordinator of the project at CCMAR and researcher at Algarve University (substitute member).

The evaluation will consist of a Curricular assessment (final classification between 0 and 100 points).

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 RJECC, as follows:

CA) Scientific and technological, cultural or artistic 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 (20%);

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 (29%);

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 (50%);

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 (1%).

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 related with the research results. 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 0-100 points) is obtained through assessment of the application documents, 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:

$$C = CA*20\% + CB*29\% + CC*50\% + CD*1\%$$

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://ccmar.ualg.pt/en/career-opportunities>. Applications are considered to be correctly submitted only after the candidate has received a confirmation e-mail from CCMAR. Applications (in English or Portuguese) must include:

1. A Motivation Letter (in English or Portuguese), including a personal assessment of the relevance of the activities of the last five years for the present application, highlighting the chosen publications.
2. Detailed CV (in English or Portuguese) 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.
3. A copy of the Doctoral Degree Certificate.



4. E-mail contacts of up to 3 referees.
5. Up to a maximum of 3 scientific papers chosen by the candidate.
6. Other documents necessary to the application:
  - i. Dive Instructor Certificate
  - ii. Gas Blender Certificate
  - iii. Local Skipper License
  - iv. Decompression Diving Certificate
  - v. Closed-Circuit Diver Certificate

**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 board of Directors reserves the right, due to a change in circumstances at the date of the present announcement, to cancel the present call without any recruitment.

**CCMAR formally endorses the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).**

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 descent, 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 have approved this Edital on the 15<sup>th</sup> of May 2024.

