

Junior Researcher – Biological Sciences (M/F) - 1 Position Available

Reference: CCMAR/IJ/30/2024

The Centro de Ciências do Mar do Algarve (CCMAR) is opening a recruitment and selection process for one position for a Junior Researcher in the initial level and in the field of Biological sciences. This position is open to citizens of any nationality, including stateless individuals, under an unfixed-term employment contract to recruit and select the best candidate for activities within the research project C644915664-00000026 - PRR: Pacto Bioeconomia Azul - Transversal Biobancos (WP 9), funded by PRR Plano de Recuperação e Resiliência under the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.ualg.pt/>) is one of the leading marine science research centres in Portugal, rated Excellent in evaluations promoted by the Foundation for Science and Technology (FCT). With a multidisciplinary team, well-equipped facilities, and laboratories, CCMAR engages in core areas such as research, training, business, societal engagement, and collaboration.

2. Summary and Functions:

The Portuguese Blue Biobank project aims to implement a digital network of biobanks containing national marine resources to facilitate sustainable, transparent, and regulated access to Portuguese marine biodiversity for scientific research and commercial exploration, ensuring compliance with the international Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization. It will promote the protection of national bioresources and their economic valorization internationally. This project will also map and catalog national marine resources, increasing current knowledge of the planet's biodiversity, as well as monitor their use and sharing. The CCMAR Biobank will integrate marine microorganisms and macroalgae, providing different types of samples (e.g., cultures, tissues, and genetic material).

This position is for a junior researcher in the field of biological sciences to perform the following tasks:

- a) Optimize cryopreservation protocols for macroalgae species and microorganisms associated with marine organisms;
- b) Maintenance of macroalgae cultures;
- c) Participate in activities of project dissemination and writing of scientific papers, reports and other documents;

d) Training of students.

3. Applicable Legislation:

- a) Decree-Law No. 57/2016, of August 29, amended by Law No. 57/2017, of July 19.
- b) Regulatory Decree No. 11-A/2017, of December 29.
- c) Labour Code, approved by Law No. 7/2009, of February 12, in its current version.
- d) Decree-Law No. 124/99, of April 20, in its current version.
- e) Administrative Procedure Code.
- f) 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](#).

4. Start Date: The contract is expected to start in October 2024.

5. Workplace: Activities will take place at CCMAR (University of Algarve, Faro, Portugal) and other locations necessary for the proposed tasks.

6. Working Hours: 35 hours per week.

7. Monthly Salary: The gross base monthly salary is 2294.95€

8. Application Period: The application period starts on August 5th, 2024, and ends on August 20th, 2024, at 23:59 (Lisbon time, Portugal).

9. Required Profile:

9.1) to have completed a Ph.D. in Biological Sciences, or a similar field.

9.2) to hold experience in the cryopreservation of marine organisms demonstrated by work experience and publications.

9.3) to have research capability demonstrated through publications in internationally recognized journals.

9.4) to have high proficiency in English (spoken and written).

10. Selection Panel:

in accordance with article 13º of RJEC the selection panel is composed of:

- 1 – Ester Serrão, coordinator of the project at CCMAR and Full Professor at the University of Algarve (President);
- 2 – Neusa Martins, researcher at UALG and CCMAR (full member);
- 3 – Aschwin Engelen, researcher at CCMAR (full member);
- 4 – Gareth Pearson, researcher at CCMAR (substitute member);
- 5 – João Neiva, researcher at UALG and CCMAR (substitute member);

11. Evaluation and Selection Process:

The evaluation will consist of a curriculum assessment (final rating between 0-100).

The evaluation and selection of admitted 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:

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 (50%);

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 (35%);

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 (10%);

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. This includes activities related to the preparation and submission of applications for scientific, technological, or innovation projects. (5%).

Criterion CA will be scored based on the scientific output presented by the candidate.

Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely:

- Experience in the cryopreservation of marine organisms (100%)

The five-year period referred to in the evaluation criteria may be extended by the jury upon the candidate's request when justified by the suspension of scientific activity for socially protected reasons, such as parental leave, prolonged serious illness, and other legally protected situations of work unavailability.

The selection panel reserves the right to contact or interview candidates if additional information or clarification of documentary aspects related to research results is needed. The possible interview, which does not constitute a selection method and is not classified, aims to obtain clarifications or explanations on elements contained in the candidates' CVs.

12. Selection Panel Functioning:

The evaluation (with a score of 0-100) is carried out through the assessment of the motivation letter (with a personal evaluation of the relevance of the activities of the last 5 years to the present competition, highlighting the chosen publications), the CV that will include activities in the specific area and the scientific and professional path of the candidate, and up to 3 articles chosen by the candidate.

The score of each candidate is obtained by summing the points of each criterion multiplied by the respective weights according to the following formula:

$$C = CA*50\% + CB*35\% + CC*10\% + CD*5\%$$

After determining the (C) scores of all candidates, each selection panel member will rank the candidates from highest to lowest score. Voting follows for the first place and each successive place. The candidate receiving the majority of votes will be selected.

If no candidate is selected in the first round of voting, the lowest-ranked candidate is eliminated, and the process is repeated with the remaining candidates. In the event of a tie, applying the previous criteria, the jury president will make the tie-breaking decision.

The selection panel will write minutes of meetings describing the evaluation and selection process, including a ranked list of admitted candidates and their scores. The CCMAR Board of Directors will validate the final decision of the selection panel.

The jury reserves the right to close the competition without recruitment if the candidates do not possess the appropriate profile for the proposed functions. If the selected candidate cannot be appointed due to non-compliance with documentary requirements or other reasons, or if they later terminate the employment contract, the jury reserves the right to appoint the next candidate in the final ranking based on a reserve list that can be used up to 12 months from the date of this announcement.

13. Required Documents, Process, and Submission of Applications:

Only complete applications submitted directly and obligatorily on the CCMAR website <https://ccmar.ualg.pt/opportunidades-de-carreira> are accepted. The application is considered valid only after the candidate receives written confirmation from CCMAR. The application in English must include:

- a) A motivation letter (in English) with a personal evaluation of the relevance of the activities of the last 5 years to the present competition, highlighting the chosen publications, and considering the CA to CD evaluation criteria not exceeding 5000 characters;
- b) Detailed curriculum vitae (in English) that includes activities in the specific area and the scientific and professional path of the candidate organised according to the CV evaluation criteria;
- c) A copy of the Ph.D. certificate;
- d) Up to 3 articles chosen by the candidate.
- e) Email contact of up to 3 references.

Applying without the above-required documents/information results in immediate rejection.

14. Results:

The list of admitted and excluded candidates, as well as the final ranking list, will be posted on the CCMAR website at <https://ccmar.ualg.pt/opportunidades-de-carreira>, and candidates will be notified by email.

15. Prior Hearing and Final Decision Deadline:

15.1) After evaluating all admitted applications, the jury will produce a provisional minute describing the admission, evaluation, and selection process, including a list of candidates ranked and their scores and decisions.

15.2) All candidates will be notified by email of the jury's provisional decision.

15.3) Under Article 121 of the Administrative Procedure Code, all candidates have 10 working days from the date of notification by email to contest the provisional decision by sending an email to the Selection Panel.

15.4) The final decision will be validated by the CCMAR Board of Directors and will be communicated (by email) to all candidates within 90 working days from the application deadline.

16. Final Information:

16.1) Candidates holding certificates proving degrees issued by a foreign university must have their certificate recognised in Portugal when signing the employment contract. Failure to do so justifies exclusion from the procedure. Information on degree recognition can be obtained from any Portuguese university or [here](#).

16.2) The CCMAR Board of Directors reserves the right to cancel this recruitment process without hiring if there are changes in circumstances related to the project.

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

16.4) Disabled candidates have a preference in case of equal classification, which prevails over any other legal preference. Candidates must declare in their application, under oath, their disability degree, type of disability, and means of communication/expression to be used in the selection process, under the aforementioned decree.

16.5) CCMAR's non-discrimination and equal access policy: No candidate may be privileged, benefited, prejudiced, or deprived of any right or exempt from any duty on the grounds of, namely, ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, social origin or condition, genetic heritage, disability, chronic illness, nationality, ethnicity, territory of origin, language, religion, political or ideological beliefs, and union membership.

The members of the jury approved this announcement on 01st August 2024.