

## **Junior Researcher – Marie Ecology (M/F) - 1 Position Available**

**Reference: CCMAR/IJ/29/2024**

The Centro de Ciências do Mar do Algarve (CCMAR) is opening a recruitment and selection process for one position for a Junior Researcher (M/F) in the initial level and in the field of Marine ecology. This position is open to citizens of any nationality, including stateless individuals, under an uncertain-term employment contract to recruit and select the best candidate for activities within the research project with Ref. HORIZON-CL6-2021-BIODIV-01-101059988 - Marine Protected Areas Europe, funded by European Commission through the Horizon Europe Programme under the following conditions:

### **1. About CCMAR:**

CCMAR (<https://ccmar.uaig.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 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 connectivity and climatic proxies for changes in marine species distributions based on climate change scenarios (e.g., climate velocity).

### **3. Research Profile:** Recognised Researcher (R2)

### **4. 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](#).

**5. Start Date:** The contract is expected to start from January 2025.

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

**7. Working Hours:** 35 hours per week.

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

**9. Application Period:** The application period starts on September 16<sup>th</sup>, 2024, and ends on October 11<sup>th</sup> at 23:59 (Lisbon time, Portugal).

**10. Required Profile:**

10.1) PhD in Natural Sciences, Environmental Sciences, Biological Sciences, or related area.

**Noncompliance with this requirement invalidates the application. False information may be punished in accordance with Law.**

**11. Selection Panel:**

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

- 1 –Jorge Assis, coordinator of the project at CCMAR and team leader of the Biodiversity Data Science research group (President).
- 2 –Bárbara Horta e Costa, researcher at UALG and CCMAR (full member).
- 3 –Mark Costello, Project coordinator and researcher at Nord University (full member).
- 4 –Gareth Pearson, team leader of the Biogeographical Ecology and Evolution Research group at CCMAR (substitute member);
- 5 – Ester Serrão, Full Professor at UALG and researcher at CCMAR (substitute member);

**12. 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. The following selection criteria and the candidate's ability to perform the functions will be considered, using a scale from zero to one hundred (0-100) for each:

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 (70%);

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 (25%);

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 (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. This includes activities related to the preparation and submission of applications for scientific, technological, or 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.

Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(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.

### **13. 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:

$$C = CA*70\% + CB*25\% + CC*4\% + CD*1\%$$

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.

#### **14. Required Documents, Process, and Submission of Applications:**

Only complete applications submitted directly and obligatorily on the CCMAR website <https://ccmar.ualg.pt/oportunidades-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 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.**

#### **15. 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/oportunidades-de-carreira>, and candidates will be notified by email.

#### **16. Prior Hearing and Final Decision Deadline:**

16.1) 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.

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

16.3) 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.

16.4) 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.

### **17. Final Information:**

17.1) 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](#).

17.2) 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.

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

17.4) 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.

17.5) 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 24<sup>th</sup> July 2024.

