

Assistant Researcher - Chemical Oceanography (M/F) - 1 Position Available

Reference: CCMAR/IAO/38/2024

The Centro de Ciências do Mar do Algarve (CCMAR) is opening a recruitment and selection process for one position for an Assistant Researcher in the field of Chemical Oceanography. This position is open to citizens of any nationality, including stateless individuals, under a permanent employment contract to recruit and select the best candidate for activities within the Institutional CEEC - Support Contract for Associated Laboratories funded by the Foundation for Science and Technology (FCT), according to the 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:

This position is for an assistant researcher in the field of Chemical Oceanography to:

- a) Develop innovative and high-quality research in one or more of the following topics: chemical processes in the Global Ocean, carbon pump, nutrient cycling, and ocean acidification;
- b) Supervise students of various degrees, particularly master's and doctoral students;
- c) Contribute to the development of CCMAR's scientific strategy;
- d) Acquire external research funding and collaborate on CCMAR's institutional initiatives.

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 January 2025.

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 €3,427.59.

8. Application Period: The application period starts on 1 of November until 18 of November 2024, at 23:59 (Lisbon time, Portugal).

9. Required Profile:

9.1) The selected candidate must have completed a Ph.D. in Chemical Oceanography, Biogeochemical Oceanography, or a similar field, with at least 3 years of experience in similar roles, and possess an integrated and holistic approach to ocean sciences, with sea experience (participation and organisation of campaigns), excellent knowledge of laboratory techniques and statistics.

9.2) The candidate must have an excellent curriculum and demonstrated research capability through publications in internationally recognised journals, project leadership, service provision, invitations to speak at conferences, awards, and proven ability to obtain funding in competitive calls.

9.3) High proficiency in English (spoken and written).

Non-compliance with requirements 9.1 to 9.3 invalidates the application. According to the law, false information may be penalised.

10. Selection Panel:

The jury for the competition consists of:

- 1 - Adelino Canário, President of the CCMAR Board of Directors and Full Professor at the University of Algarve (President);
- 2 – Fátima Filomena Guedes Abrantes, Coordinating Researcher at IPMA and CCMAR;
- 3 – Paulo Relvas, Assistant Professor at the University of Algarve and researcher at CCMAR;
- 4 – Alice Newton, Full Professor at the University of Algarve;
- 5 – Maria Eduarda da Cunha Pereira, Associate Professor at the University of Aveiro;

11. Evaluation and Selection Process:

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

Admitted applications will be evaluated considering the scientific and curricular path, focusing on the relevance, quality, and up-to-dateness of the following criteria:

(CV) Curriculum Vitae (80%):

CA) Scientific and technological, cultural or artistic production of the last 5 years, considered most relevant by the candidate for the tasks to be performed (55%);

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact (20%);

CC) Extension and dissemination activities of in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (4%);

CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).

(MCI) Motivation and Capacity for Innovation (20%):

MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals;

MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path;

MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.

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:

$$C = CV80\% + MCI20\%$$

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 selection panel 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 selection panel 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 selection panel 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.uaig.pt/en/career-opportunities> 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 MCI evaluation criteria, and a career plan that includes a work plan falling within the scope of point 2 (Summary and Functions) not exceeding 10000 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) Up to 3 articles chosen by the candidate.
- d) A copy of the Ph.D. certificate;
- 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.uaig.pt/en/career-opportunities>, and candidates will be notified by email.

15. Prior Hearing and Final Decision Deadline:

15.1) After evaluating all admitted applications, the selection panel 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 selection panel'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 selection panel approved this announcement on October 31, 2024.