

Assistant Researcher – Development and Management of Marine Protected Areas (M/F)

1 Position Available

Reference: CCMAR/IAAMP/11/2024

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 Development and Management of Marine Protected Areas. 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 MarPlus Project - Hiring of Highly Qualified Human Resources, funded by the Algarve 2030 Program and Cofinanced by the European Union, according to the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.ualg.pt/>) is one of Portugal's leading marine science research centres, 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 position is aimed at hiring an Assistant Researcher in the field of Marine Biodiversity Conservation to:

- a) Contribute to conceptual improvement in defining, classifying, and monitoring the effectiveness of Marine Protected Areas (MPAs) and advance solutions incorporating adaptive co-management.
- b) Assess the effectiveness of various types of MPAs in different contexts and develop roadmaps for fulfilling the EU Biodiversity Strategy and GBF targets.
- c) Enhance and refine the concepts of socio-ecological monitoring of MPAs.
- d) Evaluate protection levels and other characteristics of MPAs, identifying challenges and future directions.
- e) Conduct global-scale research on the conditions for MPA success and other conservation tools, promoting innovation in this field.
- f) Support the establishment, decision-making, and management of MPAs.

- g) Contribute to the design, co-creation, implementation, and management of MPAs and MPA networks, involving local communities, governmental authorities, and non-governmental organisations.
- h) Advance the development of marine biodiversity conservation policies and CCMAR's scientific strategy.
- i) Develop educational programs and awareness activities to promote understanding of the importance of oceans and marine sustainability.
- j) Supervise students at various levels, particularly master's and doctoral students.
- k) Secure external funding for research and collaborate on CCMAR's institutional initiatives.

Note: This is the initial work plan. However, the selected candidate may be assigned additional tasks and responsibilities in alignment with the CCMAR's evolving strategy, allowing for adaptation to new priorities and challenges.

3. Applicable Law:

- 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 occur 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 (Index).

8. Application Period: The application period starts on 6th of December, 2024, and ends on 20th of December, 2024, at 23:59 (Lisbon time, Portugal).

9. Required Profile:

9.1) The selected candidate must hold a PhD in Marine Sciences, Marine Biology and Ecology, Marine Biodiversity Conservation, or related fields and have at least five years of postdoctoral experience in similar roles.

9.2) The selected candidate must demonstrate expertise in:

- a) Marine ecology, including the coordination and execution of ecological monitoring studies, data analysis, scientific writing, and dissemination.
- b) The diversity of topics related to Marine Protected Areas (MPAs), including conservation objectives, types of protection, regulations, management, monitoring, and interactions with different users and activities.
- c) Natural conservation priority values, including the impacts of fishing and other uses on biodiversity.
- d) Governance of MPAs, addressing management, regulations, policies, and national and international agreements for ocean conservation.

9.3) The candidate must have an outstanding scientific curriculum and demonstrated research capability through:

- a) Publications in internationally recognised journals.
- b) Leadership of research projects.
- c) Experience in providing consultancy or service provision related to conservation.
- d) Active participation in international conferences and public events.
- e) Engagement in working groups and international networks related to MPAs.

9.4) The candidate must have experience in scientific dissemination activities, targeting both the scientific community and broader audiences.

9.5) The candidate must have experience mentoring MSc and PhD students.

9.6) High proficiency in spoken and written English (explicitly indicated in the CV).

10. Selection Panel:

The selection panel consists of:

- 1 - Adelino Vicente Mendonça Canário, President of the CCMAR Board of Directors and Full Professor at the University of Algarve (President);
- 2 – Karim Erzini, Professor at the University of Algarve and Researcher at CCMAR (regular member);
- 3 – Jorge Manuel dos Santos Gonçalves, CCMAR Board of Directors member, CCMAR Researcher, and Professor at the University of Cadiz (regular member);
- 4 – José Paula, Associate Professor with Habilitation at the University of Lisbon and Researcher at MARE (regular member);
- 5 – Helena Maria Gregório Pina Calado, Associate Professor at the University of Açores (regular member);
- 6 – Catarina Maria Batista Vinagre, CCMAR Researcher, Assistant Professor with habilitation at the University of Algarve (substitute member);
- 7 – Maria Alexandra Anica Teodósio, Professor at the University of Algarve and Researcher at CCMAR (substitute member).

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) The scientific and technological, cultural or artistic production of the last five years, considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (50%);

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

CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (9%);

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 selection panel may extend the five years referred to in the evaluation criteria upon the candidate's request when justified by the suspension of scientific activity for socially protected reasons, such as parental leave, severe prolonged 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 candidate's scientific and professional path, and up to 5 articles selected 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 candidates' scores (C), 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 panel's final decision.

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.ualg.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, 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 10 000 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 5 articles chosen by the candidate.
- d) A copy of the Ph.D. certificate;

Non-compliance with requirements/documents outlined in 9.1, 9.6 and 13 invalidates the application. Providing false information may result in penalties under the law.

14. Results:

The list of admitted and excluded candidates and the final ranking list will be posted on the CCMAR website at <https://ccmar.ualg.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 email notification to email the Selection Panel to contest the provisional decision.

15.4) The CCMAR Board of Directors will validate the final decision, which 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 from 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 circumstances related to the project change.

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 05-12-2024.