

Assistant Researcher – Comparative Physiology and Endocrinology (M/F) - 1 Position Available

Reference: CCMAR/IAFEC/15/2024

The **Centro de Ciências do Mar do Algarve (CCMAR)** is opening a recruitment and selection process for one position for an Assistant Researcher in Comparative Physiology and Endocrinology. 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 Foundation for Science and Technology Tenure Program (FCT Tenure), 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 research behind this application involves the maintenance and handling of teleosts and elasmobranchs in conditions that simulate the future predicted ocean acidification and warming conditions. Considering the vital importance of olfaction for fish survival, the successful candidate will target the effects of ocean acidification and temperature on the neuronal system, giving special attention to olfactory perception and integration. The technologies used include electrophysiology (electro-olfactogram, electroencephalogram and multiunit nerve recording), transcriptomics, immunohistochemistry, etc. The consequences of these changes on fish health, susceptibility to virus and survival will be assessed. Other work includes the isolation and identification of olfactory feeding stimuli for the development of species-specific food pellets for aquaculture and the isolation of attractive compounds for the development of artificial fishing baits.

The successful candidate will contribute to CCMAR core missions by organising and participating in dissemination actions, training graduated and ungraduated students and organising workshops and post-graduation courses. It will seek to contribute to internationalisation by establishing international collaborations, hosting international students and attending international meetings. It will pursue partnerships with companies for projects that will bring new products targeting the olfactory system, such as artificial fishing baits or immune stimuli. The successful candidate should establish an electrophysiology service platform integrated into the research infrastructure service offer of CCMAR.

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 195).

8. Application Period: The application period starts on 04 of December, 2024, and ends on 18 of December, 2024, at 23:59 (Lisbon time, Portugal).

9. Required Profile:

9.1) The selected candidate must have completed a PhD in Biology or a related field, have at least 5 years of postdoctoral experience in similar functions, and have robust knowledge and hands-on experience in climate change research preferably related to chemical ecology and olfactory disruption.

9.2) The candidate must have experience in maintaining and handling teleosts and elasmobranchs, including the necessary permits for handling and experimenting with these animals, and experience in implementing, maintaining, and monitoring setups simulating ocean acidification and warming.

9.3) The candidate must demonstrate expertise in *in vivo* electrophysiological recordings in fish, including the electro-olfactogram, electroencephalogram, and multiunit nerve recording. Proficiency in molecular biology and immunohistochemistry is also required.

9.4) The candidate must have experience with microelectrode and cell culture techniques, including neuronal cell line transfections and microelectrode-based intracellular recording methods (patch-clamp and sharp electrodes).

9.5) The candidate must have a solid scientific track record, evidenced by an excellent publication record in internationally recognised journals, leadership roles in research projects, and experience securing competitive research funding. Additional indicators include invitations to speak at conferences and relevant scientific awards.

9.6) The candidate must have proven experience supervising MSc and PhD students and a commitment to mentoring the next generation of scientists.

9.7) High proficiency in English (spoken and written) is required.

Failure to meet these requirements will invalidate the application. Providing false information may be subject to legal consequences.

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 – Deborah Mary Power, Professor at the University of Algarve and Researcher at CCMAR (regular member)
- 3 – Peter Hubbard, Assistant Researcher at CCMAR (regular member);
- 4 – Paulo Cesar da Silva Pinheiro, Principal Researcher at University of Coimbra (regular member);
- 5 – Jörg D. Hardege, Emeritus Fellow at the University of Hull (UK) (regular member);
- 6 – João Carlos dos Reis Cardoso, Professor at the University of Algarve and Researcher at CCMAR (substitute member);
- 7 – Pedro Miguel Guerreiro da Costa Guerreiro, Invited Assistant Professor at the University of Algarve and Assistant 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) 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 (55%);

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 (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 Selection Panel, 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 candidate's scientific and professional path, and up to 5 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 tie-breaking decision will be made by the jury president.

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.

If the candidates do not possess the appropriate profile for the proposed functions, the jury reserves the right to close the competition without recruitment. 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/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 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 organized 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 no. 9 and 13 invalidates the application. According to the law, providing false information may result in penalties.

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/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 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 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 03-12-2024.