

## **Assistant Researcher – Fisheries and Marine Ecology (M/F) –**

### **1 Position Available**

**Reference: CCMAR/IAPEM/12/2024**

The **Centro de Ciências do Mar do Algarve (CCMAR)** is opening a recruitment and selection process for one position for an Assistant Researcher in Fisheries and Marine Ecology. 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 successful candidate will contribute significantly to CCMAR through a multifaceted role focused on advancing research, leadership, and mentorship. The primary tasks are:

- a) **Research Excellence:** Conducting cutting-edge research in Fisheries Resource Evaluation, focusing on sea and laboratory fishing experiments. This includes focusing on “hot topics” such as fish welfare in fisheries to better understand the impact of several coastal fisheries on some fish species' welfare and identify the potential to mitigate fish suffering and improve product quality, conservation of marine megafauna (cetaceans, turtles, and seabirds) and their interaction with fisheries;
- b) **Leadership and Project Management:** Assuming a leadership role in coordinating projects related to fisheries, marine ecology, and conservation of marine PETS (Protected, Endangered, and Threatened Species);
- c) **Mentorship and Training:** A continued commitment to mentorship, aiming to supervise and guide both junior and senior researchers, contributing to their academic and professional development. Additionally, extend the role of coordinating the Regional Cetacean and Marine Turtle Stranding Network of Algarve (RAAlg), training biologists and technicians on necropsies, sample preservation, and stomach content analysis.

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 6<sup>th</sup> of December, 2024, and ends on 20<sup>th</sup> of December, 2024, at 23:59 (Lisbon time, Portugal).

**9. Required Profile:**

9.1) The selected candidate must have completed a PhD in Fisheries Resource Evaluation or a related field, with at least 5 years of postdoctoral experience in similar functions, with demonstrated expertise in marine/fisheries biology.

9.2) The candidate must have a strong publication record in peer-reviewed journals focusing on fisheries, marine ecology, and the conservation of Protected, Endangered, and Threatened Species (PETS).

9.3) The candidate must have proven research experience in leading and participating in fishing experiments, bycatch risk assessment, and mitigation trials, as well as expertise in evaluating the survivorship of discards and assessing marine megafauna interactions with fisheries.

9.4) The candidate must demonstrate leadership skills through previous experience as a Principal Investigator or in coordinating tasks and projects in the relevant scientific areas.

9.5) The candidate should demonstrate strong national engagement, showcasing close collaboration with non-governmental entities (e.g., SCIAENA, SPEA, Pong-Pesca, WWF-

Portugal), governmental bodies (e.g., IPMA, DGRM, ICNF), and significant business sectors such as maritime tourism and fisheries.

9.6) The candidate must show evidence of active international engagement, including participation in international scientific groups and forums such as ICES (International Council for the Exploration of the Sea), ASCOBANS (Agreement on the Conservation of Small Cetaceans of the Baltic, North East Atlantic, Irish and North Seas), ACCOBAMS (Agreement on the Conservation of Cetaceans of the Black Sea, Mediterranean Sea, and contiguous Atlantic Area), and CIESM (The Mediterranean Science Commission). This includes contributing to collaborative research that supports CCMAR's mission to improve the management and conservation of biodiversity and marine resources, enhance ocean governance, and promote integrated coastal management.

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

9.8) 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 – Leonel Paulo Sul Serrano Gordo, retired Associate Professor with Habilitation (regular member).
- 5 – Pedro Raposo de Almeida, Director of MARE and Professor University of Évora (regular member);
- 6 – Maria Alexandra Anica Teodósio, Professor of the University of Algarve and Researcher at CCMAR (substitute member);
- 7 - Catarina Maria Batista Vinagre, CCMAR Researcher, Assistant Professor with Habilitation at the University of Algarve (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 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' (C) scores, each selection panel member will rank them 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 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, 9.8 and 13 invalidates the application. According to the law, false information may be penalised.**

### **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.