	CENTRO DE CIÊNCIAS DO MAR DO ALGARVE	IP.CCM.008
		REV.: 02
	Anúncio de Bolsa	PÁG: 1 de 6

Research Fellowship – 1 Vacancy

Within the project - EMBRC- JDAAtlas

Project Refº: JDA ID 3193

Ref. º: CCMAR/BINGAM/05/2025

The Centro de Ciências do Mar do Algarve (CCMAR) opens one (01) Research Fellowship for a person with a Master Degree (Bolsa de Investigação não conducente à obtenção de grau académico para mestre) in the scientific area of **Biology** and **Bioimaging** or related area, eligible to candidates of any nationality, including stateless persons and beneficiaries of the political refugee status, within the scope of the research project JDA ID 3193, designated by **EMBRC- JDAAtlas** - “3D Multimodal Atlas: Sea Life from Micro to Macro” funded by the EMBRC – European Marine Biological Resource Centre, through Joint Development Activity Program, under the following conditions:

1.Host and Contracting Institution: CCMAR


This fellowship is intended for master’s degree holders that are enrolled in a non-academic degree course, integrated in the educational project of a higher education institution, and developed in association or cooperation with one or more R&D units at the starting date of the fellowship.

2.Work Plan, Tasks and Objectives:

- The EMBRC-JDA 3D Multimodal Atlas: Sea Life from Micro to Macro project with reference JDA ID 3193 will develop cutting-edge imaging tools to create comprehensive 3D multimodal imaging atlases of marine organisms. The project will combine three imaging methods – 3D histology, lightsheet fluorescence microscopy (LSFM) and micro-computed tomography (micro-CT) – to gather complementary information. The project involves close collaboration with The Hellenic Centre for Marine Research – HCMR (Greece) and the University of the Basque Country – PiE UPV/EHU (Spain).
- The Quantitative Bio-Imaging Lab at CCMAR is seeking a highly motivated and talented fellowship holder to join our team in the field of advanced fluorescence microscopy. The successful candidate will be involved in cutting-edge research focused on applying novel fluorescence microscopy techniques and developing sample preparation protocols to address key questions in marine biology and biomedicine. The ideal candidate will have experience in histology, lightsheet fluorescence microscopy, and sample preparation along with general laboratory support experience.

Specifically, the fellowship holder will:

1. Optimise advanced fluorescence microscopy image acquisition protocols;

	CENTRO DE CIÊNCIAS DO MAR DO ALGARVE	IP.CCM.008
		REV.: 02
	Anúncio de Bolsa	PÁG: 2 de 6

2. Optimise sample preparation protocols for advanced fluorescence microscopy, including lightsheet microscopy;
3. Design and conduct experiments using state-of-the-art bio-imaging equipment, including lightsheet microscopy;
4. Process, analyse and interpret complex 3D and 4D imaging data;
5. Perform a variety of routine laboratory tasks and procedures, including histological sample preparation, basic microscopy, prepare buffers and solution;
6. Collaborate with multidisciplinary teams to apply imaging techniques to various research projects;
7. Conduct lab administrative duties, including imaging supplies management, prepare and maintain protocols, manuals and other documentation;
8. Prepare and publish high-quality scientific papers;
9. Present findings at international conferences and workshops;
10. Participate in outreach activities;
11. Contribute to grant applications.

3.Scientific Supervisor:

Doctor Teresa Matias Correia, Project coordinator, Researcher and CCMAR member.

4.Workplace:


The place of work is at CCMAR (Campus de Gambelas, Universidade do Algarve, Faro, Portugal) and other places necessary for the competition of the work plan.

5.Requirements for the application:

The Candidates must meet the following conditions:

1. Master in Biology, bioengineering, physics, chemistry or related field;
2. Strong background and hands-on experience in advanced fluorescence microscopy;
3. Strong background and hands-on experience in sample preparation, including tissue clearing, fluorescence immunolabeling and histology;
4. Experience with image processing and analysis software such as Zen, Arivis, Huygens, ImageJ or other software;
5. A track record of scientific publications in peer-reviewed journals and conference proceedings;
6. Ability to work independently as well as in a collaborative and interdisciplinary research team;

Non-compliance justifies exclusion from the procedure.

	CENTRO DE CIÊNCIAS DO MAR DO ALGARVE	IP.CCM.008
		REV.: 02
	Anúncio de Bolsa	PÁG: 3 de 6

6. Evaluation Criteria:

Through the analysis of the application documents the evaluation criteria for the applications and their relative weight for ranking are as follows:

1. Proven hands-on experience in sample preparation for fluorescence microscopy, including tissue clearing and immunofluorescence labelling (35%);
2. Proven working experience in advanced fluorescence microscopy, including LSFM (30%);
3. Demonstrated experience with image processing and analysis software (20%);
4. Academic path and merit, including published peer-review papers and conference proceedings using advanced microscopy techniques as first author, presentations at international conferences and participation in outreach activities (15%).


It is considered as an advantage:

- a) Expertise in histological procedures;
- b) Has experience with programming languages (MATLAB, Python, etc);
- c) Experience in generating custom scripts for image processing and analysis, including AI methods;
- d) Is knowledgeable in marine biology and developmental biology;
- e) Has experience with custom-built optical microscopy set-ups;
- f) Experience with microscope maintenance, including cleaning, alignment, and quality control;

The selection committee reserves the right to contact and interview candidates if additional information or clarification of any curricular aspect is necessary. In case it takes place, the interview aims to evaluate in more detail the curricular items used to grade the candidate according to the list above.

In the event that no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the position because of failure to comply with documentary requirements or any other reason, or later during the contract if they resign, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions based on the selectable reservation list that can be used up to 12 months of the date of the present announcement.

7. Fellowship conditions: The fellowship will have an initial duration of 12 months, possibly renewed for additional periods or until the end of the research project for a total maximum of 24 months and with an expected start date of June, 2025. The fellowship must be carried out under an exclusivity regimen, according

	CENTRO DE CIÊNCIAS DO MAR DO ALGARVE	IP.CCM.008
	Anúncio de Bolsa	REV.: 02
		PÁG: 4 de 6

to the CCMAR fellowship regulations (see [here](#)), and the FCT fellowship regulation based on the Portuguese law 40/2004, of 18 of August (Scientific Research Fellowship holder statutes) amended by the Decree-Law 123/2019 of 28 of August. A maintenance allowance of €1309.64 (which may be increased by up to a maximum of €541.36, if circumstances allow) will be paid monthly, through bank transfer, and will be updated as stipulated by the Foundation for Science and Technology (see [here](#)).

8.Application period: from 14th of April to 29th of May of 2025 at 23:59 (Lisbon time, Portugal).

9.Application process and mandatory documents:

Only complete applications submitted directly and obligatorily on the CCMAR website, <https://ccmar.ualg.pt/en/career-opportunities>, are accepted and must include the documents below indicated under penalty of exclusion:


1. A letter of motivation (in English);
2. Detailed Curriculum Vitae (in English);
3. Copy of the Master's Degree Certificate;
4. The email contact of up to 3 referees.
5. List of up to 3 scientific achievements that best describe the candidate's research activities, including their specific role in each.

The submission of an application without the documents/information required above determines the immediate rejection of the application.

10.Results and Prior Hearing: Notification of admission and ranking results will be communicated by email to candidates within 90 working days after the deadline for submitting applications. After said notification, the candidates have 10 working days to comment/challenge the preliminary decision.

11.Selection Committee:

Doctor Teresa Correia, Project coordinator, Researcher and CCMAR member (President of the jury); Professor Deborah Power, Professor at UALG's, Researcher and CCMAR member (Member of jury) and Professor João Cardoso, Professor at UALG's, Researcher and CCMAR member (Member of jury), Doctor Rute Félix, Senior postdoctoral research associate at GreenColab and CCMAR member (Substitute Member) and Doctor Zélia Velez, Senior research associate at CCMAR and CCMAR member (Substitute Member).

	CENTRO DE CIÊNCIAS DO MAR DO ALGARVE	IP.CCM.008
		REV.: 02
	Anúncio de Bolsa	PÁG: 5 de 6

12. Notes:

Hiring Documents

After the candidate is selected and for the hiring purpose the following documentation/information will be requested:

- Proof of the enrolment (Certidão de inscrição/matricula) from the Academic Services in a non-academic degree course (in accordance with the declaration on honour);
- Copy of the master degree;
- Declaration of commitment stating the exclusivity regime.
- Civil, fiscal and social security Identification (if applicable)
- Account Number – IBAN
- Ciência ID: <https://www.ciencia-id.pt/CienciaID/HomePage.aspx>

13. Fellowship Agreement model

After the candidate selection and all information is received, it will be signed a fellowship agreement in accordance with the model [here](#).

14. Fellowship holder Assessment

The activity developed by the fellowship holder will be evaluated by the supervisor, by applying the following criteria, in accordance with the model below.

Criteria 1 – Compliance with the activity plan and assiduity (30%)

Criteria 2 – Technical and scientific performance (30%)

Criteria 3 – Development of activity reports and participation in knowledge transfer activities (20%)


Criteria 4 – Capacity to work independently whenever necessary, as well as part of a collaborative and interdisciplinary research team, including with other team members and CCMAR researchers (20%)

17. Supervisor report model [here](#).

16. Fellowship holder report

By the end of each fellowship period (if applicable) the fellowship holder must present a report. You can find the fellowship holder final report model [here](#)

The board of Directors reserves the right, due to a change in circumstances at the date of the present announcement, to cancel the present call without any recruitment.

	CENTRO DE CIÊNCIAS DO MAR DO ALGARVE	IP.CCM.008
		REV.: 02
	Anúncio de Bolsa	PÁG: 6 de 6

17. Final Information

17.1 Disabled candidates shall be preferred in a situation of equal ranking, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above.

17.2 CCMAR encourages applications from individuals with disabilities, including those with a disability degree of $\geq 60\%$.

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

17.4 CCMAR's non-discrimination and equal access opportunities policy – No candidate can be privileged, benefited, jeopardised or be deprived of any right or exempt of any claim in regards to descendent, age, gender, sexual orientation, marital status, economic situation, origin, social economy, genetic heritage, disability, chronic disease, nationality, ethnicity, territory of origin, language, religion, politics, ideology or union membership.

Faro, 7th of April 2025