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## Research Fellowship – 1 vacancy

**Within the project – Water4All/0011/2023**

**Project Ref<sup>o</sup>: WeTreat**

**Ref. <sup>a</sup>: CCMAR/BINGAM/07/2025**

The **Centre for Marine Sciences (CCMAR)** opens one (01) Research Fellowship (BI) for a person with a Master Degree (Bolsa de Investigação não conducente à obtenção de grau académico para mestre), of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of **Plant Biotechnonology** within the research project “**WeTreat: Optimising wetland-based solutions for improved micropollutant treatment efficiency from wastewater treatment plant (WWTP) effluent**”, 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 to perform and objectives:**


The fellowship holder will perform the following tasks:

**Task 1.** Establishment and Optimization of Micropropagation and Ex-Vitro Acclimatization:

- Collect, prepare and sterilize plant samples for vitro culture;
- Conduct micropropagation of selected species;
- Monitor growth parameters such as multiplication rates, shoot vigor and rooting efficiency;
- Conduct ex-vitro acclimatization experiments.

**Task 2.** In Vitro Plant Response to Micropollutant Accumulation:

- Establish and maintain in vitro cultures exposed to various micropollutants;
- Conduct metabolomic, biochemical and physiological analyses;
- Data collection, processing and statistical analysis.

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### **3. Scientific Supervisors:**

Professor Maria João Rodrigues, Group Leader, Assistant Professor at Universidade do Algarve and member of CCMAR.

### **4. Work place:**

The workplace is CCMAR (Gambelas Campus of the Algarve University, Faro, Portugal) and other places necessary for the execution of the work plan.

### **5. Requirements for the application:**

Applicants must meet all the conditions stated below:

1. Master's degree in Biology, Biotechnology, Environmental Sciences, or related areas;
2. Previous experience in the micropropagation of salt-tolerant plants;
3. Previous experience in metabolomic, biochemical and physiological analyses of salt-tolerant plants;
4. Previous experience in micropollutants accumulation studies.

**Non-compliance justifies exclusion from the procedure.**


### **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. Experience in the micropropagation of salt-tolerant plants – 35%;
2. Experience in the metabolomic, biochemical and physiological analyses of salt-tolerant plants – 35%;
3. Experience in micropollutant accumulation studies – 30%;

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.

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**7.Fellowship conditions:** The fellowship will have a duration of **12** months. Expected to start in **June 2025**. The fellowship must be carried out full-time (exclusive regime), according to the FCT Fellowship Rules (RBI) and the CCMAR fellowship rules (see [here](#)), which are 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€ 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 12<sup>nd</sup> of May 2025 to 26<sup>th</sup> of May 2025 at 23:59 (Lisbon time, Portugal).

**9.Application process and mandatory documents:**

Complete applications must be submitted online at <https://ccmar.ualg.pt/en/career-opportunities> and must include:

1. A motivation letter (in English);
2. A detailed Curriculum Vitae (in English);
3. A copy of the Master Certificate with the final classification;
4. The email contact of up to 3 referees.


**Non-compliance with this documents/information determines the immediate rejection of the application.**

**10.Results and Preliminary Hearing:** The admission and evaluation results will be communicated by email within 90 working days after the application deadline. After notification, candidates have 10 working days to contest the preliminary decision.

**11.Selection Committee:** Professor Maria João Rodrigues, Professor at the Algarve University, researcher at CCMAR and coordinator of the project (President); Doctor Luísa Custódio, Group leader at CCMAR (member); Professor André Lopes, Professor at the University of Algarve (Member), Doctor Riccardo Trentin, researcher at University of Padova (Substitute member), and Professor Nuna Araújo, Professor at University of Algarve (Substitute member).

**12.Notes:**

Hiring Documents:

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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 certificate of the Master's degree;
- Declaration of commitment stating the exclusivity regime;
- Declaration of commitment on honor;
- Civil, fiscal and social security Identification (if applicable);
- Account Number – IBAN;
- Ciência ID: <https://www.ciencia-id.pt/CiencialD/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**

At the end of each period of duration of the fellowship contract, 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.** Execution of experimental tasks (35%)

**Criteria 2.** Capacity for data analysis and scientific writing (30%)

**Criteria 3.** Scientific rigor and commitment (35%)


### **15.Supervisor report model here**

### **16.Fellowship holder report**

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

### **17. Notes:**

17.1 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.

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17.2 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.

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

17.4 CCMAR subscribes to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

17.5 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, May the 08<sup>th</sup>, 2025



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