

## Science Communication and Outreach Officer [M/F] - 1 vacancy

### Post Ref.: CCMAR/TSCO/12/2025

The Centre of Marine Sciences of the Algarve (CCMAR) is opening one (01) position for a Science Communication and Outreach Officer (M/F) in the Science and Communication field to satisfy temporary needs under an uncertain term employment contract. The selected candidate will support the work carried out within the scope of CCMAR research projects, namely: RESTORESEAGRASS – Ref. 101148241 - LIFE23-NAT-PT - *Large-scale conservation and restoration of critically threatened seagrass habitat on Atlantic infralittoral sand and coastal lagoons*, funded by the European Commission through Life Nature Programme; AQUATECHinn 4.0 – Ref. HORIZON-ERASMUS-EDU-2022-PI-ALL-INNO-101108913 - *Digital learning in aquaculture 4.0 for the technological training of fish farm technicians*, funded by the European Commission through Erasmus Programme, EUREMAP – Ref. HORIZON-INFRA-2023-DEV-01-04-101131663 - *European Research Infrastructure for Marine Bioprospecting*, funded by the European Commission through Horizon INFRA Programme . This position is open under the following conditions:

#### 1. About CCMAR:

CCMAR (<https://ccmar.ualg.pt/>) is one of the leading marine science research centres in Portugal, 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. Tasks to be performed:

We are looking for a person who has training and experience in science communication to effectively communicate ocean sciences and conservation to diverse non-scientific audiences, including schools (up to 12<sup>th</sup> grade), general public, local communities and stakeholders. This position requires combining scientific knowledge with communication best practices, to develop appealing communication activities to reach these audiences, such as digital communication (social media, websites, etc), print materials (flyers, booklets, exhibit displays, etc), educational resources and outreach events. In addition, it requires close collaboration with CCMAR researchers, stakeholders and project partners, at a national and international level. **This position is integrated into the CCMAR Ocean Education Unit and its projects.** Main responsibilities of the Science Communication and Outreach officer include:

- Planning and developing communication materials (e.g.: flyers, brochures, posters, exhibit materials, educational resources) that effectively convey the essence of our research projects.
- Liaising with researchers and project partners to implement joint communication and stakeholder engagement activities.
- Organizing outreach events and activities for different audiences (school community, wider public, stakeholders).
- Developing appealing content for different social media platforms (posts, reels, carousels, etc) and ensure engagement with users.

- Monitoring, evaluating, and reporting on project communication activities, ensuring timely delivery of milestones.
- Providing support to the activities developed by the CCMAR Ocean Education Unit.

**3. Monthly Gross Salary and other benefits:** €1705.73 and the possibility to join CCMAR's group health insurance, with 50% of the cost covered by CCMAR and 50% covered by the employee.

**4. Application submission process and documents:** Only applications submitted through the CCMAR website will be considered: <https://ccmar.ualg.pt/en/career-opportunities>. Applications are correctly submitted only after the candidate has received a confirmation e-mail from CCMAR. Applications in **English or Portuguese** must include:

1. Motivation letter in English or Portuguese
2. Detailed CV in English or Portuguese, demonstrating experience in the areas defined in the ideal profile below. The CV must include indication of possession of a driver's license and proficiency in English and Portuguese.
3. Degree certificate.
4. Other documents or portfolio that support the different areas of experience defined in the ideal profile below (optional but advantageous).
5. Email contact and letter of recommendation for up to 3 references.

**Non-compliance with these documents/information's determines the immediate rejection of the application.**

**5. Requirements:**

1. A degree (Licenciatura/BSc. postgraduation or MSc) in Natural Sciences or in Communication related areas.
2. Proficiency in English and Portuguese (Excellent level - oral, comprehension and written) clearly stated in the CV.
3. Minimum of 1 year of experience in communication activities.
4. Driver's licence and willingness to drive institutional vehicles when developing outreach events.

Non-compliance with these requirements invalidates the application. Provision of false documentation will be punished by law.

**6. The ideal profile would include the following:**

***Qualifications***

- A degree (Licenciatura/BSc. or MSc) in Natural Sciences, with preference for Ocean-related sciences, or in Communication related areas. Qualifications in Science

Communication (e.g.: MSc, postgraduation, training courses) are considered an advantage.

- Driver's license.

#### ***Experience and Competences***

- Experience in communication activities such as creating digital content for websites and social media, producing print materials (flyers, posters, brochures, etc.), developing websites and managing social media accounts.
- Experience in developing educational activities and science communication projects aimed at schools (k-12), local communities and stakeholders. Creativity to plan and implement innovative formats is an advantage.
- Experience in planning and organizing outreach events for schools (k-12), local communities and stakeholders.
- Experience in ocean sciences and/or understanding of the R&I work environment, methods and concepts, particularly regarding Ocean research.
- Excellent written and verbal communication skills and the ability to present complex scientific information in a clear and accessible way, in both Portuguese and English (Excellent level - oral, comprehension and written).

#### ***Skills and Interests***

- Strong organizational and project management skills, with the ability to prioritize and manage multiple tasks effectively.
- Team player attitude, i.e., is willing to be part of the team and contribute to the team's success, goals and projects.
- Ability and willingness to interact with audiences of all ages and diverse backgrounds (scientific and non-scientific).
- Passion for the Ocean, marine sciences and the environment, and a desire to communicate that passion to others.

**7. Working contract conditions:** uncertain term employment contract expected to start in September 2025.

**8. Working Schedule:** 35 hours weekly. This is a full-time position that may require work outside of normal working hours to attend/organize events or to meet project deadlines.

**9. Working Place:** CCMAR and other locations necessary for the execution of the tasks. This position mostly entails working in an office environment but may also include outdoor activities and travel to different locations.

**10. Application Period:** between the 11<sup>th</sup> July 2025 and 29<sup>th</sup> of July 2025 at 23:59 (Lisbon time, Portugal).

**11. Selection Committee:** Doctor Rita Costa Abecasis, head of the Ocean Education Unit (President of the jury); Doctor João Neiva, Assistant Researcher, group leader at CCMAR (full member); Doctor Diogo Paulo, Auxiliary Researcher at CCMAR and the Scientific Diving Centre Manager at CCMAR (full member); Mr.

Gonçalo Brito, Project Communication Officer at the Ocean Education Unit at CCMAR (substitute member); and Mr. Duarte Frade PhD student within the RESTORESEAGRASS project at CCMAR (substitute member).

## **12. Selection Criteria:**

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

1. Evaluation of CV, degree certificates and other documents (e.g. portfolio), regarding the qualifications, experience and skills described in section 6 “Ideal profile” (60%).
2. Evaluation of presentation letter to assess motivation to join the team and the candidate’s presentation, including examples that attest to the skills and interests described in section 6 “Ideal profile” (40%).

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 eventuality 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 position to the next applicant in accordance with the ranking positions based on the selectable list that can be used up to 12 months of the date of the present announcement.

**13. Results:** The lists of admitted and excluded candidates, and the final classification list, shall be posted on the CCMAR website at <https://ccmar.uaalg.pt/en/career-opportunities> and all candidates will be notified by email.

## **14. Prior Hearing and Deadline for the Final Decision:**

14.1. After the evaluation of all admitted applications, the selection panel will produce a provisional report detailing the admission, evaluation, and selection process, including a ranked list of candidates with their respective scores and the panel's decision.

14.2. All candidates will be notified by email of the selection panel’s provisional decision.

14.3. Under Article 121 of the Administrative Procedure Code, all candidates have 10 working days from the date the notification email is sent to contest the provisional decision.

14.4. The final decision will be validated by the CCMAR Board of Directors and communicated (via email) to all candidates within 90 working days from the application deadline.

## **15. Final Information:**

15.1 Candidates holding degree certificates issued by foreign universities must have their certificates recognized in Portugal at the time of contract signing. Failure to comply will result in exclusion from the process. Information on degree recognition can be obtained from any Portuguese university or [here](#). The

CCMAR Board of Directors reserves the right to extend the above-mentioned period upon the candidate's request, provided it does not negatively impact the execution of the work plan.

15.2 Due to the nature of the role, which requires driving and working with children and young people, the **selected candidate** will be required to provide a copy of their driving license and driving record (points system), as well as a criminal record certificate. The candidate will only be hired if they have no driving restrictions in Portugal.

15.3 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.

15.4 Candidates with impairment have preference in cases of equal ranking, which takes precedence over any other legal preference. Candidates must declare their impairment status in their application, under an honour statement, indicating the degree of impairment, the type of impairment, and the communication/expression methods to be used during the selection process.

15.5 CCMAR encourages applications from individuals with an impairment including impairment degree  $\geq$  **60%**.

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

15.7 CCMAR's Non-Discrimination and Equal Access Policy: No candidate shall be privileged, benefited, prejudiced, or deprived of any right or exempt from any duty based on 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 convictions, or trade union membership.

**July the 4<sup>th</sup> 2025**

