

Aquaculture Technician [M/F] - 1 vacancy

Updated in accordance with the jury's decision made on 08/08/2025.

Post Ref.: CCMAR/TSA/13/2025

The Centre of Marine Sciences of the Algarve (CCMAR) opens one (01) vacancy for an Aquaculture Technician (M/F) to meet temporary needs under an uncertain employment contract. The position will support the work carried out at the Ramalhete Marine Station and other aquatic organism facilities, within the scope of the MarPlus Project - Hiring of Highly Qualified Human Resources, funded by the European Social Fund (ESF) of the European Union, as well as associated projects and related activities. 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 with training and experience in providing technical support for the maintenance of aquatic organisms and the execution of experimental trials, ensuring the proper functioning of the facilities, equipment, and systems of a marine experimental station. The tasks to be performed include:

- Tasks related to the maintenance and growth of organisms, including equipment maintenance, preparation and provision of feed, and health monitoring;
- Tasks related to the reproduction of juvenile stages of organisms: maintenance of reproduction systems and the food chain, handling and transferring organisms between tanks;
- Monitoring of environmental conditions and participation in tasks related to the maintenance of freshwater and seawater treatment systems;
- Planning and assembly of experimental circuits for research purposes;
- Cleaning and maintenance of tanks, aquariums, sand filters, and pipelines;
- Driving a vehicle to transport people and materials between the Gambelas Campus and the marine station;

- Tasks related to the maintenance of systems, and the planning and assembly of CCMAR's experimental circuits at LEOA, Building 9, Gambelas Campus.
- The coordination of the utilisation of the aquatic installations as part of the implementation of the service offer of scientific services in this area.
- Other tasks not specified above but necessary for the operation of both the marine station and LEOA-CCMAR, for the successful development of experimental activities, and for the strategic development of CCMAR.

3. Monthly Gross Salary and other benefits: The gross monthly salary may range between €1,442.57 and €1,972.04, depending on the candidate's proven experience and demonstrated skills. In addition, there is the possibility of joining CCMAR's group Health Insurance plan (co-financed 50% by CCMAR and 50% 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 must be submitted in **English** and must include:

1. A motivation letter in **English**.
2. A detailed Curriculum Vitae in **English**, demonstrating experience in the areas defined in the ideal profile below. The CV must include proof of a valid driving licence and certified authorisation issued by the Directorate-General for Food and Veterinary Affairs (Direção-Geral de Alimentação e Veterinária) to perform procedures on animals.
3. Master's degree certificate.
4. Other documents that prove the skills outlined in the ideal profile below (optional, but advantageous).
5. Email contact for up to three referees.

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

5. Requirements:

1. Have work experience with aquatic organisms or in the aquaculture industry.
2. Hold the certified authorisation required by the Portuguese Directorate-General for Food and Veterinary Affairs (Direção-Geral de Alimentação e Veterinária) to carry out procedures on animals (Article 21 and Article 31 of Portuguese Decree-Law No. 113/2013, of August 7).
3. Hold a valid category B driving licence.
4. Hold a Master's degree in biological sciences or other relevant areas related to the position.

5. Be physically fit to carry out the tasks mentioned above.

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

- Master's degree in Biological Sciences, Marine Biology, Aquaculture, Marine Sciences, or related fields.
- Mandatory certification issued by the Portuguese Directorate-General for Food and Veterinary Affairs (Direção-Geral de Alimentação e Veterinária), in accordance with Articles 21 and 31 of Decree-Law No. 113/2013, of August 7, authorising the performance of procedures on animals.
- Valid driving licence (Category B).

Experience and Competences

- Hands-on experience in aquaculture or in the maintenance of aquatic organisms, particularly in research or production settings.
- Experience with life support systems (freshwater and seawater) and their maintenance.
- Experience in setting up and monitoring experimental trials with live organisms.
- Experience in tasks such as feeding, reproduction, health monitoring, and transferring of organisms.
- Ability to perform physically demanding tasks in a technical environment.
- Technical knowledge of water circulation and treatment systems.
- Precision, responsibility, and attention to detail in carrying out laboratory routines.
- Excellent organisational and planning skills.
- Fluency in both Portuguese and English.
- Ability to work effectively in a team and in multidisciplinary environments.
- Ability to drive vehicles as required for the role.

Interests

- Interest in marine biology, aquaculture, and applied research.
- Motivation to collaborate on scientific projects and contribute to the welfare of the organisms under study.
- Commitment to good laboratory practices, safety and hygiene at work, and marine conservation.

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

8. Working Schedule: 35 hours weekly.

9. Working Place: Estação Experimental do Ramalhete (near Faro Airport), CCMAR and Gambelas Campus at Universidade do Algarve.

10. Application Period: between the 24th July 2025 and 12th of September 2025 at 23:59 (Lisbon time, Portugal).

11. Selection Committee: Professor Doctor Adelino Canário, President of the Board of Directors of CCMAR and Group Leader at CCMAR (Chair of the Selection Committee); Doctor Sofia Engrola, Principal Researcher, Member of the Board of Directors of CCMAR and Group Leader (Member); Doctor Pedro Guerreiro, Auxiliary Researcher at CCMAR (Member); Professor Doctor Ana Grenha, Member of the board of Directors and Group Leader (Substitute Member); and Doctor Jorge Gonçalves, Principal Researcher, Member of the Board of Directors of CCMAR and Group Leader, (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. Academic qualifications (20%)
2. Proven work experience with aquatic organisms or in the aquaculture industry (60%)
3. Proven experience in the construction and maintenance of RAS (Recirculating Aquaculture Systems) (20%)

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.ualg.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, the **selected candidate** will be required to provide a copy of their driving license and driving record (points system). 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.

August the 8th 2025

