

Technical Assistant [M/F] - 1 vacancy

Post Ref.: CCMAR/AT/14/2025

The Algarve Centre of Marine Sciences (CCMAR) opens one (01) vacancy for a Technical Assistant (M/F) in the field of Fisheries and Ecology to meet temporary needs under a fixed-term employment contract of unspecified duration. The position is intended to support the work carried out within the scope of the research project MOPPA II – Monitorização da pesca do polvo, de esparídeos e de bivalves no Algarve, under the contract signed with the Portuguese Institute for Sea and Atmosphere (IPMA), within the framework of the Programa de Monitorização da Pequena Pesca e Apanha (MOPPA) currently ongoing at IPMA, 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 an aptitude for field and laboratory work, who will assist in the collection and processing of biological and socioeconomic data within the scope of small-scale fisheries monitoring. The work includes sampling at fish auctions, daily embarkations on fishing vessels and research ships, field trips, as well as laboratory work and data entry activities.

Main responsibilities include:

- Conducting laboratory work (namely biological sampling of species, preparation of samples for age reading and maturity stage assessment), as well as preparing sampling procedures and entering data into databases, among other tasks.
- Participating in sampling at fish auctions, on board commercial fishing vessels and research ships, and in fieldwork (including the administration of surveys).
- Carrying out socioeconomic surveys with small-scale coastal fishing vessel owners.

3. Monthly Gross Salary and other benefits: €1074.14 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 **Portuguese** must include:

1. Motivation letter in Portuguese.
2. Detailed CV in Portuguese, indicating possession of a driving licence, and demonstrating experience in the areas defined in the profile and according to the selection criteria and ideal profile.

3. Certificate of completion of secondary education (12th grade), or certificate of higher academic qualifications, or a sworn statement attesting possession of secondary education or higher qualification.
4. Other documents that provide evidence of the various aspects of experience defined in the selection criteria, requirements, and profile (optional).

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

5. Requirements:

1. Completion of secondary education (12th grade) as the minimum academic qualification.
2. Class B driving licence (light vehicles).
3. Ability to work on board vessels (good physical endurance, tolerance, and ability to easily adapt to the motion and movement of the sea).
4. Fluency in Portuguese (spoken and written).

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

The ideal profile would include the following:

Qualifications

1. 12th grade (secondary education) as the minimum required qualification.

Experience and Skills

1. Proven experience working with and engaging the Algarve artisanal fishing community.
2. Ability to work with computers, including Excel and Word, and ability to learn and perform data entry in various databases.
3. Proven experience in the identification of marine organisms.
4. Good communication skills and a proactive attitude.
5. Valid category B driving licence with no restrictions on driving in Portugal, and access to a personal vehicle to ensure availability for fieldwork and travel to coastal areas.

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

7. Working Schedule: 35 hours weekly. Exceptionally, work may be required on weekends and/or during night-time hours.

8. Working Place: CCMAR, Faro, IPMA at the Olhão Centre, Olhão, Portugal, and other locations as required for the performance of the tasks.

- Sampling work at fish auctions is carried out at the ports covered by the IPMA Olhão Centre and takes less than one day (round trip on the same day).
- Work carried out on research vessels will take place on board IPMA's research vessel NI DIPLODUS.
- Work on commercial fishing vessels is conducted on national small-scale fishing fleet vessels, particularly longline vessels operating in Portuguese mainland waters (daily trips, returning to the fishing port on the same day).
- Fieldwork may be carried out in the area covered by the IPMA Olhão Centre.

9. Application Period: between the 6th August 2025 and 28th of August 2025 at 23:59 (Lisbon time, Portugal).

10. Selection Committee: Doctor Mafalda Rangel, Assistant Researcher at CCMAR and Project Coordinator at CCMAR (President of the jury); Doctor Miguel Gaspar, Coordinator Researcher at IPMA and CCMAR (full member); Mr. André Carvalho, Senior Technician at IPMA (full member); Doctor Rui Coelho, Researcher at IPMA and CCMAR (substitute member); and Doctor Ana Marçalo, Assistant Researcher at CCMAR (substitute member).

11. 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. Motivation (10%)
2. Proven experience in fieldwork in fisheries environments (40%)
3. Fluency in spoken and written Portuguese (25%)
4. Knowledge in Excel (independent user level) (25%)

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.

12. 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.

13. Prior Hearing and Deadline for the Final Decision:

13.1. 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.

13.2. All candidates will be notified by email of the selection panel's provisional decision.

13.3. 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.

13.4. 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.

14. Final Information:

14.1 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.

14.2 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.

14.3 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.

14.4 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.

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

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

14.7 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 1st 2025