

Technician [M/F] - 1 vacancy

Post Ref.: CCMAR/TS/15/2025

The Centre of Marine Sciences of the Algarve (CCMAR) is opening one (01) position for a Technician (M/F) in the Life Sciences 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's scientific education project, "*Ciência Entrega-se: bringing science and technological education closer to children and young people from disadvantaged communities*" (ALGARVE-FSE+-01813800). This project is co-financed by European funds through the ALGARVE 2030 Regional Programme, under the European Social Fund, within the Social Innovation Partnerships framework, with the Municipality of Loulé as the social investor. 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 a strong interest in science and education, capable of dynamizing scientific activities, lectures, and mentoring sessions with students, promoting scientific literacy and contributing to the impact assessment of the project.

Main responsibilities include:

- Operational tasks within the project, including moving between schools and booking, preparing and conducting scientific and technological activities in classrooms; delivering lectures at schools or events; organizing student visits to secondary schools, laboratories, and field trips and facilitating interactions between students from different educational levels. Additionally, supporting scientific mentoring activities in school libraries.
- Collaboration in the project's impact assessment, by implementing evaluation tools and supporting students and school clusters ("Agrupamentos de Escolas" in contributing to them; managing data and preparing reports on the student assessment records and on the surveys measuring student satisfaction, perception, and STEM knowledge for different grade levels (lower secondary education - 3rd cycle), depending on the project's activity components.
- Liaison with the project coordinator and CCMAR team (monthly meetings), with the partner school clusters in the Municipality of Loulé, and working alongside the external impact assessment team to ensure the successful execution of responsibilities and monitoring the project's progress and impact, on the students academic success and scientific and technological knowledge in STEM subjects.

3. Monthly Gross Salary and other benefits: TRU level 16 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, **including the confirmation of a valid driving license**. The CV should clearly demonstrate the experience components relevant to the required profile and be structured according to the selection criteria.
3. Degree certificate (Bachelor's) and Master's certificate (if applicable).
4. Other supporting documents that can prove the experience in the areas defined by the selection criteria (optional but advantageous; example, recommendation letters and/or certificates).
5. Email contacts of up to three references.

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

5. Requirements:

1. Bachelor's degree in Natural Sciences, Marine Sciences, Biology, or related fields.
2. Proven experience in science dissemination or in scientific and environmental education, and in laboratory work.
3. Strong communication skills and ability to work effectively in a team and multidisciplinary environment.
4. Fluency in Portuguese and English, spoken and written.
5. Valid category B driving license, with no restrictions in driving in Portugal.

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. Bachelor's and Master's degree in Natural Sciences, Marine Sciences, Biology, or related fields.

Experience and Skills

1. Proven experience in the dissemination of science and scientific results, including contents production.
2. Proven experience in events organization, including the respective logistics.
3. Proven experience in: designing, setting up, logistics and conducting scientific experiments and environmental monitoring. Booking and implementing scientific activities and delivering lectures

in schools and events. Promoting scientific and ocean literacy and organizing events with schools (preferably in STEM fields).

4. Experience with programming languages and 3D printing.
5. Experience in managing online and offline survey/questionnaire platforms, supporting the project's impact assessment and reporting.
6. Experience in digital content production.
7. Strong communication skills and ability to work effectively in a team and multidisciplinary environment, with experience in scientific, institutional, and public-private collaboration, including work with schools, including the preparation of reports, minutes and other official documents.

6. Working contract conditions: uncertain term employment contract expected to start in February 2026.

7. Working Schedule: 35 hours weekly

8. Working Place: Lower secondary schools (3rd cycle) in the Municipality of Loulé (Loulé, Quarteira, Almancil and Salir) and also at CCMAR in Faro (for the impact assessment tasks).

9. Application Period: between the 3rd December 2025 and 19th December 2025 at 23:59 (Lisbon time, Portugal).

10. Selection Committee: Professor Dr. Patrícia Isabel Silvestre Pinto, Assistant Professor at the University of Algarve, Project Coordinator, and Researcher at CCMAR (President of the Selection Committee); Professor Dr. Deborah Mary Power, Full Professor at the University of Algarve and Group Leader at CCMAR (Member); Professor Dr. João Carlos Reis Cardoso, Assistant Professor at the University of Algarve and Researcher at CCMAR (Member); Professor Dr. Ana Patrícia Mateus, Adjunct Professor at the School of Health of the University of Algarve (Substitute Member); Dr. Rute Martins, Auxiliary 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. Proven experience in the dissemination of science, and scientific results in Portuguese, including content production – 20%
2. Proven experience in designing, setting up, and conducting scientific experiments and environmental monitoring – 10%
3. Proven experience in implementing scientific and technological activities, delivering lectures in schools and events, promoting scientific and ocean literacy, and organizing events with schools (preferably in STEM fields) – 40%
4. Experience in managing online and offline survey platforms and writing of reports, minutes and other documents, to contribute to the project's impact assessment, reports and logistics – 10%
5. Motivation and alignment with the profile – 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.

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 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 criminal record and 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 disabilities 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.

November 28th 2025

