

## Research Technician [M/F] - 1 vacancy

### Post Ref.: CCMAR/TSI/10/2025

The Centre of Marine Sciences of the Algarve (CCMAR) is opening one (01) position for a Research Technician (M/F) in the Fisheries and Ecology field to satisfy temporary needs under an uncertain term employment contract. The selected candidate will support the work carried out within the scope of the research project - HORIZON-MISS-2024-OCEAN-01-03-101212608, *Advancing Sustainable Fisheries and Marine Ecosystem Conservation in the Atlantic and Arctic Sea basin*, funded by the European Commission under the Horizon Innovation Actions. 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 marine biology and fisheries, particularly in applied fieldwork and data collection, who is motivated to contribute to research and conservation efforts in coastal environments.

Main responsibilities include:

- Participating in beach seine-related fieldwork (mainly onshore) – monitoring and mitigation trials
- Conduct beach surveys and interviews with fishers
- Organizing and managing data in Excel
- Contributing to data analysis and reporting.
- Driving to designated beach seining locations along the coast

**3. Monthly Gross Salary and other benefits:** €1,442.57 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 driver's license**, demonstrating experience in the areas defined in the profile, and organized according to the selection criteria.
3. Master's degree certificate.
4. Other documents that support the different areas of experience defined in the selection criteria (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. Master's degree certificate in Biology, Marine Biology, or related fields.
2. Good knowledge of databases and data organization (Excel).
3. Basic knowledge of data analysis, the R programming language, and QGIS.
4. Proven experience in fieldwork in fisheries environments.
5. Willingness and ability to participate in onboard campaigns aboard fishing vessels.
6. Valid category B driving license with no restrictions for driving in Portugal, and access to a personal vehicle to ensure availability for fieldwork and travel to coastal areas.
7. Fluency in spoken and written Portuguese.

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. Master's degree certificate in Biology, Marine Biology, or related fields.

**Experience and Skills**

1. Fluency in spoken and written Portuguese.
2. Previous experience in interviewing fishers, conducting field surveys, and engaging with stakeholders using collaborative and participatory approaches.
3. Good knowledge of databases and data organization (Excel).
4. Basic knowledge of data analysis, the R programming language, and QGIS.
5. Proven experience in fieldwork in fisheries environments.
6. Willingness and ability to participate in onboard campaigns aboard fishing vessels.
7. Valid category B driving license with no restrictions for 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 July 2025.

**7. Working Schedule:** 35 hours weekly

**8. Working Place:** CCMAR and other locations necessary for the execution of the tasks. Sampling work will be carried out along the Portuguese western coast, on all beaches where the beach seine fishery operates (from Costa da Caparica/Fonte da Telha to Foz do Douro).

**9. Application Period:** between the 16<sup>th</sup> June 2025 and 4<sup>th</sup> of July 2025 at 23:59 (Lisbon time, Portugal).

**10. Selection Committee:** Doctor Ana Marçalo, researcher at CCMAR and co-coordinator of the project at CCMAR (President of the jury); Doctor Jorge Gonçalves, Principal Investigator with habilitation, group leader and co-coordinator of the research project at CCMAR (full member); Doctor Mafalda Rangel, Auxiliary Researcher at CCMAR (full member); Doctor Bárbara Horta e Costa, Auxiliary Researcher at CCMAR (substitute member); and Doctor Rui Coelho, researcher at IPMA and 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 fieldwork in fisheries environments (50%)
2. Fluency in spoken and written Portuguese (20%)
3. Knowledge in Excel (independent user level) (10%)
4. Knowledge in the language R and QGIS (independent user level) (10%)
5. Valid Category B driving license and access to personal vehicle (10%)

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 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 **≥ 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.

**June the 12<sup>th</sup> 2025**

