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## Research Fellowship – 1 Vacancy

**Within the project - SAL+**

**Project Ref<sup>o</sup>: PD25-00024**

**Ref. <sup>a</sup>: CCMAR/BINGAM/14/2025**

The Centro de Ciências do Mar do Algarve (CCMAR) opens one (01) Research Fellowship for a person with a Master Degree (Bolsa de Investigação não conducente à obtenção de grau académico para mestre) in the scientific area of **Biochemistry, Biotechnology and Microbiology** or a related area. The fellowship is eligible to candidates of any nationality, including stateless persons and beneficiaries of the political refugee status, within the scope of the research project **PD25-00024**, designated by **SAL+**: “*Biotecnologia aplicada a valorização da salicultura tradicional (SAL+)*” funded by the Fundación Bancaria Caixa d’ Estalvis I Pensions de Barcelona, through the Promove Program, under the following conditions:

### **1. Host and Contracting Institution: CCMAR**

This fellowship is intended for master’s degree holders that are enrolled in a non-academic degree course, integrated in the educational project of a higher education institution, and developed in association or cooperation with one or more R&D units at the starting date of the fellowship.


### **2. Work Plan, Tasks and Objectives:**

Specifically, the fellowship holder will:

1. Identify the biological system of 7 targeted salt production systems using molecular approaches.
2. Conduct a comparative analysis of the biological systems in the 7 targeted salt production systems to determine the variability in plankton and benthic populations.
3. Integrate the results of molecular analysis from the 7 salt production systems and sea salt/flor de sal with physicochemical and quality analysis.
4. Obtain the necessary licences and establish procedures (Nagoya protocol), to collect and exploit microorganisms from the Castro Marim Salinas.
5. Conduct genome sequencing of microorganisms and bioinformatics analysis.

### **3. Scientific Supervisor:**

Professor Deborah Power, Full Professor at Algarve University and Group Leader at CCMAR.

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#### 4. Workplace:

The place of work is at CCMAR (Campus de Gambelas, Universidade do Algarve, Faro, Portugal) and other places necessary for the competition of the work plan.

#### 5. Requirements for the application:

The Candidates must meet the following conditions:

- 1) A Master diploma in Biotechnology or related areas;
- 2) Previous work experience in a scientific research laboratory;
- 3) Demonstrated capacity in marine and environmental microbiology and techniques for the isolation and characterization of marine bacteria;
- 4) Knowledge in molecular biology techniques for nucleic acid analysis (DNA/RNA extraction, PCR) and bioinformatics and metagenomics;
- 5) Good knowledge of written and spoken English;
- 6) Have initiative and motivation to work as part of a team and independently;
- 7) Speak fluent Portuguese and English and have a clean driver's license and be willing to collaborate in stakeholder engagement.


**Non-compliance justifies exclusion from the procedure.**

#### 6. Evaluation Criteria:

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

1. Final mark of the MSc (35 %);
2. Demonstration of previous work experience in a scientific research laboratory in the general area of the project (15%);
3. Demonstrated capacity in marine and environmental microbiology and associated techniques (20%);
4. Demonstrated capacity of molecular biology techniques and bioinformatics and metagenomics (15%);
5. Speak fluent Portuguese and English and demonstrate good knowledge of written and spoken English (10%);
6. Hold a clean driver's license (5%).

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.

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

**7. Fellowship conditions:** The fellowship will have an initial duration of 12 months, with an expected start date of January, 2026. The fellowship must be carried out under an exclusivity regimen, according to the CCMAR fellowship regulations (see [here](#)), and the FCT fellowship regulation based on the Portuguese law 40/2004, of 18 of August (Scientific Research Fellowship holder statutes) amended by the Decree-Law 123/2019 of 28 of August. A maintenance allowance of €1309.64 will be paid monthly, through bank transfer, and will be updated as stipulated by the Foundation for Science and Technology (see [here](#)). The costs associated with the enrolment in the non-academic degree course will be covered by the project.

**8. Application period:** from 26<sup>th</sup> of December of 2025 to 12<sup>th</sup> of January of 2026 at 23:59 (Lisbon time, Portugal).


**9. Application process and mandatory documents:**

Only complete applications submitted directly and obligatorily on the CCMAR website, <https://ccmar.ualg.pt/en/career-opportunities>, are accepted and must include the documents below indicated under penalty of exclusion:

1. A letter of motivation (in English);
2. Detailed Curriculum Vitae (in English);
3. Copy of the Master's Degree Certificate;
4. The email contact of 2 referees.

**The submission of an application without the documents/information required above determines the immediate rejection of the application.**

**10. Results and Prior Hearing:** Notification of admission and ranking results will be communicated by email to candidates within 90 working days after the deadline for submitting applications. After said notification, the candidates have 10 working days to comment/challenge the preliminary decision.

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### 11. Selection Committee:

Professor Deborah Power, Professor at UALG's and Group Leader at CCMAR (President of the jury); Professor João Cardoso, Professor at UALG's and CCMAR member (Member of jury), Professor Diogo Proença, Professor at UALG's (Member of jury), Professor Ana Patrícia Mateus, Professor at UALG's (Substitute Member) and Professor Patricia Pinto, Professor at UALG's, CCMAR Member (Substitute Member).

### 12. Notes:

#### Hiring Documents

After the candidate is selected and for the hiring purpose the following documentation/information will be requested:

- Proof of the enrollment (Certidão de inscrição/matricula) from the Academic Services in a non-academic degree course (in accordance with the declaration on honour);
- Copy of the master degree;
- Declaration of commitment stating the exclusivity regime;
- Civil, fiscal and social security Identification (if applicable);
- Account Number – IBAN;
- Ciência ID: <https://www.ciencia-id.pt/CiencialD/HomePage.aspx>
- A statement from the candidate saying that does not exceed, with the conclusion of the present fellowship contract, an accumulated period of two years in this type of fellowship, consecutive or otherwise.

### 13. Fellowship Agreement model

After the candidate selection and all information is received, it will be signed a fellowship agreement in accordance with the model [here](#).

### 14. Fellowship holder Assessment

The activity developed by the fellowship holder will be evaluated by the supervisor, by applying the following criteria, in accordance with the model below.


**Criteria 1** – Compliance with the designated workplan (30 %)

**Criteria 2** – Analysis of seasonal microbiomes from the 7 saltwork systems (30 %)

**Criteria 3** – Genome sequencing of 20 isolated halophyte (25 %)

**Criteria 4** – Completion and presentation of 6-month progress reports (15 %)

### 15. Supervisor report model [here](#).

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## 16. Fellowship holder report

By the end of each fellowship period (if applicable) the fellowship holder must present a report. You can find the fellowship holder final report model [here](#)

**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.**

## 17. Final Information

17.1 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.

17.2 Disabled candidates shall be preferred in a situation of equal ranking, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above.

17.3 CCMAR encourages applications from individuals with disabilities, including those with a disability degree of  $\geq 60\%$ .

17.4 CCMAR endorses the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

17.5 CCMAR's non-discrimination and equal access opportunities policy – No candidate can be privileged, benefited, jeopardised or be deprived of any right or exempt of any claim in regards to descendent, age, gender, sexual orientation, marital status, economic situation, origin, social economy, genetic heritage, disability, chronic disease, nationality, ethnicity, territory of origin, language, religion, politics, ideology or union membership.

**Faro, 22<sup>nd</sup> of December 2025**