

Research Technician [M/F] - 1 vacancy

Post Ref.: CCMAR/TSI/01/2026

The Centre of Marine Sciences of the Algarve (CCMAR) is opening one (01) position for a Research Technician (M/F) (Técnico/a Superior de Investigação) in the field of biology/marine ecology to satisfy temporary needs under an uncertain term employment contract. The selected candidate will support the work carried out within research project: *Movescapes, connectivity hotspots and eco-evolutionary dynamics: protecting the functional role of predatory coastal fisheries*, ref. DivProtect/0009/2021 within programme BiodivProtect 2021 funded by Fundação para a Ciência e Tecnologia - FCT. This position is open under the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.uaig.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 the ecology of coastal marine fishes and marine conservation.

Main responsibilities include:

- processing and analysis of behavioral ecology data of marine fishes and cephalopods (acoustic telemetry data) using the R software;
- writing technical reports and scientific papers in Portuguese and English;
- participation and collaboration in project meetings and in science communication and dissemination events (both formal and informal settings);
- support to other tasks of the Fisheries, Biodiversity and Conservation research group, namely fieldwork, diving activities, laboratory support and video analysis (SBRUVs).

3. Monthly Gross Salary and other benefits: The gross monthly salary will be in accordance with TRU 21, plus inclusion in the CCMAR group life insurance policy and the possibility of enrolling in the CCMAR group health insurance, co-financed at 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.uaig.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 and of diving certification (Advance level diving).**

3. Copy of the Master's degree certificate.
4. Email contacts of up to three references.

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

5. Requirements:

1. Master Degree in Natural Sciences, Marine Sciences, Biology, or related fields.
2. Proven experience in research using statistical analysis in the R software.
3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
4. Certification and proven experience in Advance diving in a scientific work environment.
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. Master's degree in Natural Sciences, Marine Sciences, Biology, or related fields.

Experience and Skills

1. Knowledge of Marine Protected Areas in Portugal.
2. Proven experience in research using statistical analysis in the R software.
3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
4. Proven work experience in the PNSACV (Southwest Alentejo and Vicentine Coast Natural Park) and in the PNMRA-PV (Algarve Reef Marine Natural Park – Pedra do Valado).
5. Proven experience in analysing underwater videos (SBRUVs), as well as in video analysis and annotation using the VidSync software.
6. Ability to work on board vessels (good physical stamina, tolerance and ability to adapt to sea motion).
7. Certification and proven experience in Advance diving in a scientific work environment.
8. Fluency in Portuguese and English, spoken and written.
9. Valid category B driving license, with no restrictions in driving in Portugal.
10. Proven experience in writing technical reports and scientific papers (in English and Portuguese)
11. Team spirit.

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

7. Working Schedule: 35 hours weekly

8. Working Place: CCMAR, Portuguese Coast and other places necessary to conduct the work.

9. Application Period: between the 20th January 2026 and 4th February 2026 at 23:59 (Lisbon time, Portugal).

10. Selection Committee: Bárbara Horta e Costa, coordinator of the project and auxiliary researcher at CCMAR (President of the Selection Committee); Luis Bentes, Research Technician at CCMAR (Member) and Jorge Gonçalves, Principal Investigator with habilitation and group co-leader at CCMAR (Member), Mafalda Rangel, auxiliary researcher (substitute member) and Karim Erzini, group co-leader (substitute researcher).

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. Quality and impact of the scientific track record in the field of Marine Protected Areas (MPAs) in Portugal - 25%
2. Depth of practical experience applied in the marine parks of PNSACV (Southwest Alentejo and Vicentine Coast Natural Park) and PNMRA-PV (Algarve Reef Marine Natural Park - Pedra do Valado) - 30%
3. Proven experience in the software R and in analysing underwater videos (SBRUVs), as well as in video analysis and annotation using the VidSync software - 35%
4. Clarity of motivation, scientific maturity and suitability to the position work plan and skills - 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 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 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.

January 14th 2026