SELECTION PROCEDURE FOR CONTRACTING A TECHNICIAN (1 vacancy)

Reference: 2022_050_TS_BLUEFORESTING

A competition is open for the attribution of one work contract for the exercise of technical functions within the scope of the Project BLUEFORESTING - Climate Resilient Marine Forests for a Sustainable Future, co-funded by the European Economic Area Financial Mechanism (MFEEE 2014-2021), within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), according to the following conditions:

1. Scientific area: Marine Sciences and Population genetics.

2. Admission requirements: The candidate should have a Bachelor degree or integrated Master's degree in the field of Environmental biology, and meet the requirements of at least three of the paragraphs below:

a) Experience with molecular biology of marine organisms (e.g. DNA/RNA extractions, PCR, ddRAD library preparation);
b) Experience on handling and processing population genetic data including sequence and genotyping data;
c) Experience with statistical methods in population genetics (e.g. population structure admixture and demographic events) and phylogeny (e.g. phylogeny reconstruction, divergence times estimation) and related softwares (e.g.Mega, DNAsp, Structure, Admixture);
d) Experience with programming language (R, Python, unix) will be a plus;
e) Ability to write scientific publication and reports;
f) Applicants should have a good knowledge in English (written and spoken). No knowledge of Portuguese is required. All nationalities are welcome to apply (subject to visa restrictions).

The jury reserves the right to close the application in case none of the candidates meets the desired profile.
In cases where the degree was awarded by a foreign higher education institution, the said degree must comply with the provisions of Decree-Law no. 66/2018 of 16th August until the signature of the contract.

3. Work plan: The selected candidate will join our team under the BLUEFORESTING project. BLUEFORESTING aims to provide science-based guidance for designing and implementing Nature Based Solutions (NBS) to foster sustainable and healthy marine forests in North Atlantic seashores. For this contract, the candidate will participate actively in the population genetic study targeting two algae species: *Ascophyllum nodosum* and *Laminaria hyperborea*. He/She will be in charge of the elaboration of the bank of tissue at CIIMAR. The candidate will conduct the samples preparation before shipment to external company for DNA extraction and SNP genotyping. The candidate will also conduct the storage of the raw dataset. She/he will analyse the dataset using population genetic methods in order to characterize the patterns of genetic structure and diversity in the two species and to infer the

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underlying processes (e.g. local adaptation, demographic history etc) Complementarily the candidate will participate in the implementation of the Communication Plan.

4. Legislation and official rules: Art. 140 n. 1 and n. 2, g) and 148 the Labor Code (Law 7/2009, of 12 February and respective updates);

5. Work place: The work will be carried out at CIIMAR, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, Matosinhos, integrated in the research team *Benthic Ecology Team*, under the scientific supervision of Dr Francisco Arenas.

6. Duration of the contract: Duration of six (6) months, eventually renewable according to the legal terms, starting in September 2022.

7. Monthly salary: Equated to the higher technical career, level 15: gross monthly salary € 1215,93; food, holidays and Christmas allowance apart.

8. Selection methods: The contract will be awarded based on the candidates' academic curriculum and technical skills. The ranking of candidates will be performed by a global evaluation of their scientific and curricular achievements (1 - 10 values):
The candidates' score will be the sum of the evaluation of:
  1. Merit of the academic curriculum in the scientific area and relevance to the project work plan. Weight: 40%.
  2. Experience relevant for the scientific area and the project work plan: Weight: 60%. The candidates will be ranked according to the following criteria:
    a)   Experience with molecular biology, 30 %;
    b)   Experience on handling population genetic data 30% ;
    c)   Experience in analysing population genetic data, 20%;
    d)   Publications, reports and relevant conferences, 10%;
    e)   Motivation letter and additional information, 10%;

The evaluation process may include an interview by video conference to the top two candidates, with the only propose of clarifying aspects related to the research results, and motivation towards the project, in case of insufficient curricular information for a decision making. In such case, the interview will have a weight of 10% and the previous assessment a weight of 90%.

9. Composition of the jury selection:
President of the jury: Dr. Jean-Baptiste Ledoux
Vogal: Dr. Marina Dolbeth
Vogal: Dr. Francisco Arenas

Substitutes

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1. Dr. Ana Bio
2. Dr. Sandra Ramos

10. Form of Advertising/notification of results: The final results of the evaluation will be published through a list sorting the candidates according to their attributed mark, on the CIIMAR website and by e-mail; After the announcement of the results, candidates are considered automatically notified to, if they wish to do so, comment on the results on a preliminary hearing period within 10 working days after that date, as provided for in the Código do Procedimento Administrativo.

The jury reserves the right to not assign the vacancy depending on the quality of the applications.

In case of resignation or withdrawal of the selected candidate, the next candidate with the highest evaluation score will be notified immediately.

Based on the final sorted list of the candidates it will be made a reserve list that will be used for the future recruitment of technicians for this project.

11. Deadline for application and presentation of applications: The competition is open from 29/6 until 12/7, 2022. The applications must be formalized, compulsorily, by sending the following documents:
- detailed Curriculum vitae with clear specification of i) list of peer reviewed publications, books and/or reports proof the experience in the above-mentioned fields ii) list of the computer skills (software and/or programming languages for simulation and data analysis; new developed software);
- copy of the eligibility certificates;
- motivation letter;
- one or more reference contact information of current or past supervisors;
- contact e-mail address and phone number;
- indication of the reference of the competition (as indicated in this announcement);
- any other documents that the candidates may recognize as relevant to demonstrate the adequacy to the function

The applications should be sent by e-mail to: rh@ciimar.up.pt, with the offer reference in the subject: 2022_050_TS_BLUEFORESTING. The applications that **do not include all** the elements previously indicated will **not be considered**.

12 Non-discrimination and equal access policy: CIIMAR actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to Decree-Law no. 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, 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.

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