

ANNOUNCEMENT FOR THE OPENING OF ONE POST-DOCTORAL RESEARCH GRANT (BIPD) – 1 Vacancy

Reference: 2023_056_BIPD_SponBIODIV

A competition is open for the attribution of 1 Postdoctoral research grant in the framework of the project “SponBIODIV - Marine sponge biodiversity from genes to ecosystems: delivering knowledge and tools for sustainable management and conservation”, funded in scope of the European Biodiversity Partnership (Biodiversa+) with reference **DivProtect/011/2021** within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), supported FCT, according to the following conditions:

1. Scientific area: Biological Sciences/Marine Sciences.

2. Admission requirements: Any national, foreign or stateless candidate(s) who hold a PhD degree obtained in the last 3 years* in the field of Biological Sciences with experience in marine sciences.

The applicants must have demonstrated experience in:

- conducting fieldwork for characterization of benthic communities
- analysis of underwater video imagery
- sponge taxonomy and systematics
- biodiversity data mining from public portals (e.g. GBIF, OBIS) and historical literature
- multivariate statistics in R
- written and oral proficiency in English

Conditions of preference: Experience in participating in projects related to deep-sea benthic ecosystems characterization and restoration is highly advantageous. Good knowledge of European biodiversity policy landscape and interaction with key stakeholders (e.g. policy-makers, resource managers, fishing communities), and skills on project and data management are also an advantage.

Academic degrees awarded by a foreign higher education institution must comply with the provisions of Decree-Law no. 66/2018 of 16th August, which approves the legal regime of recognition of academic degrees and diplomas of Higher Education, attributed by foreign higher education institutions, being any formalities established there in fulfilled only by the date of the contracting act.

* The doctoral degree has been obtained in the three years prior to the date of submission of the application; the post-doctoral research must be carried out in a different entity where the research work that led to the attribution of the doctor's degree was obtained; the scholarship holder cannot exceed, with the conclusion of the scholarship contract in question, including the possible renewals, an accumulated period of three years in this type of scholarship, consecutive or interpolated.

3. Work plan: The candidate will be responsible for supporting the work to be developed under “WP1 – Biodiversity and biogeographic patterns”, namely the development of a comprehensive dataset of sponge species and habitats distribution for the inference of basin-scale biodiversity and biogeographic patterns, as well as species/habitats conservation status; and in “WP6 – Stakeholder engagement and knowledge transfer” in promoting dialogue with key Atlantic and Mediterranean stakeholders, mapping knowledge needs and key end-users, and developing capacity-building activities. The candidate will also be supporting the analysis of the results and the writing of deliverable reports, as well as scientific papers.

4. Legislation and official rules: Law nº.40/2004, 18th August (Research Fellowship Holder Statute) in its current version; Regulations for Studentships and Fellowships of the Fundação para a Ciência e a Tecnologia, I.P. and CIIMAR Grants Regulation.

5. Work place: The work will be carried out in CIIMAR – Interdisciplinary Centre of Marine and Environmental Research, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos, in the Deep-Sea Biodiversity and Conservation Research Team, Portugal, under the supervision of the researcher Dr. Joana Xavier.

6. Duration of the contract: Duration of 12 months, starting in May 2023, under the regime of exclusive dedication, eventually renewable up to 30 months.

7. Monthly stipend: The monthly maintenance allowance is 1.741,00 € (one thousand seven hundred and forty one euros), in agreement with the monthly maintenance stipend table of the grants directly attributed by FCT, I.P. within the country: https://www.fct.pt/wp-content/uploads/2023/02/Tabela-de-Valores-SMM_2023.pdf . Payment will be made by bank transfer. In addition to this allowance, the grantee will be covered by a personal accident insurance.

8. Selection methods: The ranking of candidates will be performed by a global evaluation (GE) of the *Curriculum vitae* and supporting documents performed according to the following criteria:

GE = [30%AQ+50%PE+20%MO]

- AQ: Academic qualification relevant for the scientific area, taking into account the University-level degrees, their appropriateness to the position as well as the performance of the candidate in each of such degrees), ranked from 0 to 10.
- PE: Professional experience in the field of study, ranked from 0 to 10.
- MO: Motivation of the candidate and interest in the field of research taking into account the motivation statement, ranked from 0 to 10.

The evaluation process may include an interview with the graders scored higher than 7 out of 10, which is intended to clarify aspects related to the results of their research, in which case the interview weighs 30% and the previous evaluation weighs 70%.

The selection will be based on the vote of each member of the jury regarding the most adequate candidate for the position, and, in the case of a tie in the vote, the vote of the president of the jury will prevail.

The jury reserves the right to not assign the research grant if none of the candidates meets all requirements and matches the desired profile.

9. Composition of the jury selection:

President of the jury: Dr. Joana Xavier

Vogal: Dr. Jean-Baptiste Ledoux

Vogal: Dr. Susana Moreira

10. Form of advertising/notification of results: The final results of the evaluation will be send through a list sorting the candidates according to their attributed mark, by e-mail and available in CIIMAR website; in case of disagreement, the candidates have a 10-working day term in which to contest the decision, if he/she so wishes, as provided for in the *Código do Procedimento Administrativo* in a preliminary hearing setting. The jury reserves the right to not assign the contract depending on the quality of the applications.

11. Deadline for application and presentation of applications: The competition is open from **06-04-2023 until 20-04-2023**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae;
- copy of the eligibility certificates;
- motivation letter, outlining past research activities and their relevance to the position;
- contact information of two researchers familiar with the candidate's skills and competences;
- any other documents that the candidates may recognize as relevant.

Applications must be sent to rh@ciimar.up.pt with reference on the subject 2023_056_BIPD_SponBIODIV. Attachments should be limited to 5 MB total size. **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.