

SELECTION PROCEDURE FOR THE CONTRACTING OF A TECHNICIAN (1 vacancy)

Reference: 2023_057_TS_InsectERA

Competition is open for the attribution of one work contract for a technician within the scope of the Mobilizing Agenda for Business Innovation, Project N.º. C644917393-00000032, known as the “InsectERA – A ERA da indústria dos insetos”, resulting from the submission of the application to Notice N.º. 02/C05-i01/2022, within the scope of the Recovery and Resilience Plan (PRR), at the Research Unit - Interdisciplinary Research Centre Marine and Environmental, for the exercise of activities in the WP InFeed, according to the following conditions:

1. Scientific area: Biological Sciences, Biotechnology

2. General admission requirements: Any national, foreign, or stateless candidate(s) who hold a degree or integrated master’s degree in Biological Sciences, Biotechnology, or related scientific areas.

In the event the degree was conferred by a foreign higher education institution, it must comply with the provisions of Decree-Law no. 66/2018 of 16th August, until the signature of the contract.

3. Specific admission requirements: Candidates must have previous skills and experience in at least 5 of the following points:

- a) Experience with primary cell cultures, namely isolation, maintenance, and characterization of cells.
- b) Experience in the histological analysis of cells and tissues.
- c) Experience in molecular biology techniques, namely DNA extraction, PCR, qPCR, including primer design, development, and optimization of protocols.
- d) Experience in the determination of the bioactivity of compounds.
- e) Experience in fish nutrition and aquaculture.
- f) Advanced knowledge of Excel, good knowledge of statistics, and data analysis.

- g) Be fluent in Portuguese and English, both written and spoken.
- h) Immediate availability (to be mentioned in the letter of motivation).

4. Working plan: The insectERA project's main objective is to develop new functional formulations, based on new raw materials derived from insects, for use in aquaculture. The candidate will be responsible for evaluating these raw materials. The functional potential of these ingredients will be evaluated using *in vitro* and *in vivo* approaches, through fish trials. The candidate will be particularly involved in determining the bioactivity of raw materials, their chemical characterization, and their impact on the morphology of fish cells and tissues.

5. 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).

6. Workplace: The work will be carried out in the Laboratory of Nutrition, Growth and Quality of Fish located at CIIMAR – Interdisciplinary Centre of Marine and Environmental Research, Novo Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos s/n, 4450-208 Matosinhos, Portugal, under the supervision of the group's Principal Investigator, Professor Luísa M. P. Valente.

7. Duration of the contract: An uncertain term work contract will be signed starting June 2023, under the regime of exclusivity, according to legal terms (articles nº 140º, nº 1 and nº 3, h; and article nº 148º, nº 4 – Labour Code .

8. Monthly salary: Equated to the higher technical career, level 15: gross monthly salary € 1.280,72; food, holidays, and Christmas allowance apart.

9. Selection methods: The ranking of candidates will be performed by an initial evaluation based on:

Evaluation of the *Curriculum Vitae* (EC)

The Evaluation of the *Curriculum Vitae* will be performed according to the following criteria:

- i. Average of the classification obtained in graduation or integrated master's degree (M) - 45%.
- ii. Demonstrated experience in the requested areas (ERA)- 45%
- iii. Motivation letter (ML) – 10%.

The evaluation of the *Curriculum Vitae* will be performed according to the following criteria:

$$EC = 0.45 \times M + 0.45 \times ERA + 0.1 \times ML$$

If deemed necessary, the jury may interview the first 3 candidates to clarify aspects related to the research results. This professional selection interview (PSI) will be graded on a scale from 0 to 20, and will have a relative weight of 10%, and the previous evaluation a relative weight of 90%. The final classification system of the candidates will be the sum of the scores obtained in the *Curriculum Vitae* and Professional Selection Interview (CV + PSI).

The final score (FS), expressed in a number from 0 to 20, will weight in the *Curriculum Vitae* evaluation (90%) and the interview (10%):

$$FS = 0.9 \times EC + 0.1 \times PSI$$

If the candidates do not show up in the interview, they will be withdrawal from the application, being excluded from the competition.

The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed. Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever required. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.

10. Composition of the jury selection

President: Cathedractic Professor Luísa Valente

Vogal: Sónia Gomes, PhD

Vogal: Marta Monteiro, PhD

Substitute Vogal: Andreia Silva, PhD

Substitute Vogal: Cristina Velasco, PhD

11. Deadline for application and presentation of applications: The application period starts **2/5/2023** until **15/5/2023**. Applications must be formalised by e-mail to rh@ciimar.up.pt, and must explicitly state the announcement 2023_057_TS_InsectERA

Applications shall include all supported documents encompassed by section 2 and 3 for tender admission, namely:

- a) Copy of the eligibility certificates.
- b) Detailed *Curriculum Vitae*.
- c) Other documentation relevant for the evaluation of qualifications in a related scientific area.
- d) Motivation letter.
- e) Contact e-mail address and phone number.
- f) The reference of this application (indicated in this announcement).

All candidates who formalise their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.

False statements provided by the candidates shall be punished by law.

12. Form of advertising/notification of results: Both admitted and excluded candidate list and final classification list will be displayed at CIIMAR, located at Novo Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, Matosinhos and will be published in website of the institution www.ciimar.up.pt. The selected candidate will be notified by e-mail.

Preliminary Hearing and Final Decision Deadline: Pursuant to article 121 of the Administrative Procedure Code, after publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a maximum period of 90 days, counting from deadline for submission of applications.

Tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

13. 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 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.