

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

**Reference:** 2023\_065\_TS\_BioeconomiaAzul

A competition is open for the attribution of one work contract of a technician within the scope of the Innovation Pact, Project No. C644915664-00000026, known as the “Blue Bioeconomy Pact”, resulting from the submission of the application to Notice No. 02/C05-i01/2022, within the scope of the Recovery and Resilience Plan (PRR), at the Research Unit - Interdisciplinary Research Center Marine and Environmental, for the exercise of activities in the WP5 ALGAE, according to the following conditions:

**1. Scientific area:** Biological Sciences.

**2. General admission requirements:** Any national, foreign and stateless candidate(s) who hold a Bachelor’s degree or integrated Master's degree in Biological Sciences, Environmental Sciences, Natural Sciences or related scientific areas; and a scientific and professional curriculum whose profile is suited for the activity to be performed focus on seaweed aquaculture.

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:** The specific admission requirements for the competition are as described below. Candidates must have previous skills and experience in:

- a. Propagation and cultivation of seaweeds;
- b. Good knowledge of statistics and data analysis;
- c. Be fluent in Portuguese and English, both written and spoken.

Additionally, the following experiences will be valorised in the scientific curriculum:

- a. Experience in knowledge transfer to the seaweed industry.

The jury reserves the right to close the application in case none of the candidates meets the desired profile.

**4. Working plan:** The selected candidate will work within the scope of the project, namely in the assessment and selection of candidate seaweed species to be produced in offshore aquaculture in

Portugal, production of seedlings of selected species to be tested at the offshore aquaculture demo unit, and development and optimization of nursery protocols for the best performing species (highest commercial potential). An effective transfer of knowledge to the aquaculture sector is expected, contributing to the implementation of innovative solutions able to sustainably increase aquaculture diversification, productivity and competitiveness.

The candidate will mainly be involved in the following activities i) sampling of seaweed from natural populations; ii) development of sexual and vegetative propagation methods; iii) production of seeded lines for cultivation at sea; iv) performing data analysis; (v) support the preparation of intermediate and final project reports in collaboration with partners (vi) participation in dissemination activities.

**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 research team Coastal Biodiversity 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 Principal Investigator, Professor Isabel Sousa Pinto.

**7. Duration of the contract:** An unfixed-term employment contract scheduled to start in June 1, 2023, under the legal terms in force (Labor Code).

**8. Monthly salary:** Equated to the higher technical career, level 19: gross monthly salary € 1 476,49; food, holidays and Christmas allowance apart.

**9. Selection methods:** The ranking of candidates will be performed by an initial evaluation of the scientific and curricular path (ESCP) considering the activities to be performed.

The evaluation of the ESCP will be performed according to the following criteria:

1. Experience in sampling and identification of seaweeds in the rocky intertidal (10%);
2. Experience in propagation of seaweeds, including the development of nursery protocols (25%);
3. Experience in seaweed cultivation (15%);
4. Experience in propagation of kelp species and *Codium* sp. (10%);
5. Experience in collaboration and knowledge transfer to the seaweed industry (5%);
6. Experience in data treatment and statistical analysis (5%);
7. Experience in writing reports and scientific articles (5%);
8. Evaluation of the letter of motivation and additional information (25%).

The Evaluation of the ESCP will be performed according to the following criteria:

$$\text{ESCP} = 0.1 * C1 + 0.25 * C2 + 0.15 * C3 + 0.1 * C4 + 0.05 * C5 + 0.05 * C6 + 0.05 * C7 + 0.25 * C8$$

The evaluation process may include an interview (INT), for the first 3 positions, with the only propose of clarifying aspects related to the research results, with a relative weight of 10% and the previous evaluation with a relative weight of 90%.

In the case of an interview, the formula for the final classification will be as follows:

$$\text{CF} = 90\% \text{ ESCP} + 10\% \text{ INT}$$

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.

#### 10. Composition of the jury selection:

President of the jury: Isabel Sousa Pinto, PhD

Vogal: Gonalo S. Marinho, PhD

Vogal: Maria Isabel da Silva Costa, PhD

Substitutes

D bora Borges, PhD

Pieter van der Linden, PhD

#### 11. Deadline for application and presentation of applications: The application period starts **24/4/2023** until **09/05/2023**.

Applications must be formalised by e-mail to [rh@ciimar.up.pt](mailto:rh@ciimar.up.pt) and must explicitly state the announcement reference on the subject: **2023\_065\_TS\_BioeconomiaAzul**

Application must include full name, parents' names, ID card, or Citizen Card number and date, or civil identification number, taxpayer ID number, date and place of birth, marital status, occupation, residence and contact address, including email address and telephone number.

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) Motivation letter (including the achievements relevant for the competition as indicated in the selection criteria);
- d) Contact e-mail address and phone number;
- e) 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 notified by e-mail and will be published in website of the institution [www2.ciimar.up.pt](http://www2.ciimar.up.pt).

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.