

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

**Reference:** 2023\_077\_TS\_KNOW

Competition is open for the attribution of one work contract for a technician within the scope of the project “Future challenges for the safety of food and feed from the oceans: a foresight study” (ref. OC/EFSA/KNOW/2022/02), at the Research Unit - Interdisciplinary Research Centre Marine and Environmental, for the exercise of activities in the WP1, WP2 and WP3 according to the following conditions:

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

**2. General admission requirements:** Any national, foreign, or stateless candidate(s) who hold an Integrated MSc or BSc degree in Biological Sciences, Biotechnology, Biochemistry or related scientific areas, with an average equal to or higher than 15.

*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) Food and feed safety;
- b) Impact of ocean changes on food and feed safety;
- c) Database management, particularly in the theme of ocean utilization and resources at a global level;
- d) Strategic use of oceans in human and animal nutrition;
- e) Mapping and information management;
- 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 OC/EFSA/KNOW/2022/02 has as its main objective to identify and characterize the factors of change related to the alteration of ocean uses and resources at a global and European level, which may have an impact on human and animal food systems. Specifically, the objectives to be achieved include: 1) Gathering all relevant information on the factors of change and groups of factors acting in different ocean sectors; 2) Mapping and grouping all collected information comprehensively; 3) Developing a prioritization strategy

that considers the impact on both the alteration of ocean uses and human and animal food systems; 4) Identifying priority areas of relevance to EFSA.

**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 Maria Leonor Nunes, Sónia Gomes and Helena Oliveira.

**7. Duration of the contract:** An uncertain term work contract will be signed starting July 2023, 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 € 1.268,04; 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.

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

President: Maria Leonor Nunes, PhD

Vogal: Sónia Gomes, PhD

Vogal: Helena Oliveira, PhD

Substitute Vogal: Paula Ramos, PhD

**11. Deadline for application and presentation of applications:** The application period starts **6/6/2023 until 20/6/2023**. Applications must be formalised by e-mail to [rh@ciimar.up.pt](mailto:rh@ciimar.up.pt), and must explicitly state the announcement reference **2023\_077\_TS\_KNOW**.

Applications shall include all supported documents:

- 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.

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](http://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.