

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

Reference: 2023_104_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 WP6 FEED, according to the following conditions:

- 1. Scientific area:** Animal Science
- 2. General admission requirements:** Any national, foreign and stateless candidate(s) who hold a Bachelor’s degree or integrated Master's degree in animal science, animal nutrition, aquaculture, biological sciences or related scientific areas; and a scientific and professional curriculum whose profile is suited for the activity to be performed focus on aquaculture.

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. Specific admission requirements:** The specific admission requirements for the competition are as described below. Candidates must have previous experience and be skilled in at least 5 of the following topics:

- a) Have and demonstrate technical and scientific training and/or experience in fish nutrition and aquaculture;
- b) Experience in feeding, maintaining and growth monitoring of marine fish species in RAS systems;
- c) Capacity to perform determination of proximate analysis of ingredients, diets and biological material;

d) Capacity to evaluate stress and welfare markers, including enzymatic activities, gene expression and plasmatic biochemical parameters, process data and interpret results;

e) Experience in histological evaluation of different welfare markers in fish tissues, particularly in the intestine.

f) Advanced knowledge in Excel, statistical analyses (SPSS and STATISTICA) and data treatment;

g) Be fluent in both Portuguese and English;

h) Immediate availability (to be mentioned in the motivation letter).

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

4. Workplan: The candidate will be responsible for the implementation of a responsible aquaculture that aims selecting novel ingredients with a low carbon footprint, capable of promoting fish growth and welfare, and assuring products with high nutritional value for the final consumer. This technician will acquire and use emerging technologies for the reuse and valorisation of agro-food by-products for aquaculture, decreasing the environmental impact of the sector and promoting fish growth and robustness. The candidate will be mainly involved in the following activities: i) sampling tissues for analysis; ii) determination of proximate analysis of ingredients, diets and biological material; iii) use of molecular biology techniques including gene expression determination and determination of several enzymes' activities involved in stress response; (iv) histological processing and welfare biomarkers in different fish tissues; (v) performing data analysis; (vi) preparation of intermediate and final project reports in collaboration with our international partners; (vii) 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 Laboratory of Feed and Seafood Quality 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 unfixed-term employment contract scheduled to begin in November 2023, under the current legal terms (Labor Code) - article 140, paragraph 1 and 3, clause h); and article 148, paragraph 4.

8. Monthly salary: Equated to the higher technical career, level 15: gross monthly salary € 1268,04; food, holidays and Christmas allowance apart.

9. Selection methods: The classification of candidates will be carried out through an initial evaluation based on: Curriculum Vitae Evaluation (CVE) The Curriculum Vitae Evaluation will be conducted according to the following criteria: i. Final grade of undergraduate and master's or integrated master's degree (N) - 45%. ii. Demonstrated experience in the requested areas (DEA) - 45%. iii. Motivation Letter (ML) - 10%.

$$\text{CVE} = [45\%N + 45\%DEA + 10\%ML]$$

If deemed necessary, the jury may interview the top 3 candidates to clarify aspects related to the research results. This professional selection interview (PSI) will be scored on a scale of 0 to 20 points, with a relative weight of 10%, while the previous evaluation will carry a relative weight of 90%. The final classification system for the candidates will be the sum of the scores obtained in the Curriculum Vitae Evaluation and the Professional Selection Interview (CVE + PSI).

The final score (FS), expressed on a scale from 0 to 20, will be based on the Curriculum Vitae Evaluation (90%) and the interview (10%):

$$\text{FS} = 0.9 \times \text{CVE} + 0.1 \times \text{PSI}$$

If candidates do not attend the interview, they will be removed from the application and excluded from the selection process.

Minutes are prepared during the jury meetings, containing a summary of the proceedings, the votes cast by each member, and their respective justifications, which will be provided to the candidates upon request. After the application of the selection criteria, the jury proceeds to create a ranked list of approved candidates with their respective scores. The final decision of the jury is then endorsed by the highest authority of the institution, who also decides on the hiring process.

10. Composition of the jury selection:

President of the jury: Luísa Valente, PhD

Vogal: Andreia Filipa-Silva, PhD

Vogal: Marta Monteiro, PhD

11. Deadline for application and presentation of applications: The application period starts 26/9/2023 until 10/10/2023.

Applications must be formalised by e-mail to rh@ciimar.up.pt (Human Resources_CIIMAR), and must explicitly state the announcement reference **2023_104_TS_BioeconomiaAzul**.

Applications shall include all supported documents, namely:

- a) Copy of the eligibility certificates;
- b) Curriculum vitae, detailed and structured pursuant the announcement; including information regarding: scientific and technological production, applied research activities, extension activities and knowledge dissemination and science, technology and innovation programs;
- c) Other documentation relevant for the evaluation of qualifications in a related scientific area;
- d) Motivation letter (with availability indication);
- 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 specific 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.