

UNCERTAIN TERM INDIVIDUAL WORK CONTRACT (1)

Reference: NOSTRESS/TS/2021-046

Pursuant to article 140 of the Labor Code, approved by Law no. 7/2009, of February 12th, it becomes public that applications are accepted for admission under an employment contract for an uncertain term, of a technician for the exercise of functions within the scope of the NOSTRESS project, with the reference NOSTRESS_047122, supported by Portugal and by the European Union through FEDER, LISBON 2020, NORTE 2020 and CRESCE Algarve 2020, within the scope of Portugal 2020, under the following conditions:

1. Scientific area: Biological Sciences

2. Admission requirements

The candidate must accomplish the following requisites:

- A MSc in the field of Biological, Biomedical or Animal Sciences, or in a related field;
- Expertise in feeding fish with functional diets as well as in bacterial challenge.
- Autonomous in haematological and immunological techniques, as well as in molecular biology techniques, oxidative stress biomarkers and statistics.
- Candidates should speak and write English fluently.

Preferred conditions are previous experience in: analysis of samples for haematological profile and molecular biology, autonomous in techniques for assessment immune response in leucocytes, autonomous in statistical methods.

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

3. Work plan:

The hired technician (AR) will be responsible for fish feeding trials, samples collection and lab processing; fish bacterial challenge; sample processing; data processing and statistical analysis as well as report writing. The candidate will also assist on results dissemination.

4. Legislation and official rules:

Article 140, number 2, line g) and article 148, number 4, of the Labor Code (Law 7/2009, of 12 February and respective updates).

5. Work place:

The work will be carried out at CIIMAR, Animal Health and Aquaculture team (A₂S), under the supervision of Dr. Benjamin Costas.

6. Duration of the contract:

An uncertain term work contract will be signed, with a maximum duration of 24 months, starting in August 2021.

7. Monthly salary:

The gross monthly salary is 1,440.00€ paid by bank transfer; food, holidays and Christmas allowance apart.

8. Selection methods:

The selection methods to be used will be as follows: The selection will be made after the curriculum evaluation with possible recourse to an interview with the 3 first classified. The curriculum evaluation will be in accordance with the following criteria and respective valuation (in the context of an interview, criteria A and B will be evaluated):

- A) Evaluation of the candidate's motivation (motivation letter) - 5%
- B) Evaluation of technical and scientific experience - 70%
- C) Works published in a relevant area - 25%

The evaluation process may include an interview with the first three classified, which is intended exclusively to clarify aspects related to the results of their investigation, in which case the interview will have a weight of 10% and the evaluation previously carried out will weigh 90%. The jury reserves the right to not assign the position if none of the candidates meets all requirements and matches the desired profile.

9. Composition of the jury selection:

President of the jury: Dr. Benjamín Costas Refojos

Vogal: Dr. Sergio Fernández Boo

Vogal: Dr. Marina Machado Casimiro

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 **15 until 28 July 2021**. The applications must be formalized, compulsorily, by sending the following documents:

- detailed Curriculum vitae
- copy of the eligibility certificates
- motivation letter
- recommendation letter
- indication of the achievements relevant for the competition
- contact e-mail address and phone number
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Applications must be sent by e-mail to: rh@ciimar.up.pt e bcostas@ciimar.up.pt. The applications that **do not include all** the elements previously indicated will **not be considered**.

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.