

## Selection procedure for contracting a technician (level 19)

**Reference:** 2024\_093\_TS\_BIOPROTECT

A competition is open for the attribution of one contract in the scope of the project BIOPROTEC, “dvancing area-based management tools to accelerate the protection and restoration of marine biodiversity across the European sea basins”, supported by the European Union’s Horizon Europe Research and Innovation Framework Programme (101157341), according to the following conditions:

**1. Scientific area:** Biology

2. Applicants must hold a Bachelor’s degree in Biology, Marine Biology, Molecular Biology, or related fields. In addition, they must demonstrate the following qualifications:

**1. Technical and Scientific Expertise:**

- Proficiency in analyzing community diversity using molecular tools.
- In-depth knowledge of next-generation sequencing (NGS) techniques and bioinformatics pipelines (e.g., metabarcoding, metagenomics).
- Competence in programming languages such as Python and R.

**2. Academic and Professional Experience:**

- A strong track record of preparing and publishing scientific and technical reports, as well as peer-reviewed publications.

**3. Language Skills:**

- Proficiency in English and Portuguese, both written and spoken.

**Preferred Qualifications:**

- Expertise in big data analysis.
- Academic training in molecular biology.
- The ability to customize NGS techniques and bioinformatics pipelines.

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

*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.*

**Responsibilities:**

The primary responsibilities involve serving as a technician for the BIOPROTECT project, with a focus on activities under Work Package 3 (WP3), which centers on the development of molecular tools for biodiversity observation and monitoring. This includes optimizing molecular tools to enhance the accuracy and efficiency of biodiversity monitoring processes, as well as conducting rigorous validation tests on an autonomous eDNA biosampler to evaluate its performance in diverse environments. The role also requires analyzing sequencing data generated through next-generation sequencing (NGS) to determine the system's ability to effectively detect and recover specific target species. Additionally,



**ciimar**

Centro Interdisciplinar  
de Investigação  
Marinha e Ambiental



Funded by  
the European Union

the technician will be responsible for preparing detailed scientific reports and performing advanced data visualization to interpret and communicate the results of eDNA validation tests. Beyond technical tasks, the role includes contributing to broader project management activities, ensuring the smooth coordination and execution of project objectives.

The candidate should foster good relations with researchers, students and visitors by promoting positive attitudes, good will, cooperation, and providing high standards of service.

Please note the job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job.

**3.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).

**4.Work place:** The work will be carried out at CIIMAR, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, Matosinhos.

**5.Duration of the contract:** An unfixed-term employment contract scheduled to start in February 2025.

**6.Monthly salary:** Technical career, level 19: gross monthly salary 1 543,88 €; food, holidays and Christmas allowance apart.

**7.Selection methods:** The contract will be awarded based on the candidates' curriculum, technical skills and experience. The ranking of candidates will be performed by a global evaluation (GE) of the applicant's Academic Performance (AP), Professional Experience in the Field of Study (PE) and Motivation Letter (ML) performed according to the following criteria:

$$GE1 = (AP*0.4) + (PE*0.4) + (ML*0.2)$$

- AP: Academic performance relevant for the scientific area, taking into account the appropriateness of the University degrees, to the position as well as the performance of the candidate in each of such degrees, ranked from 0 to 10.
- PE: Professional experience in the field of study, including scientific production, ranked from 0 to 10.
- ML: A global appreciation of the motivation of the candidate and interest in the field of research, taking into account the motivation letter, and any other element in the CV or transcripts that can help in this regard, ranked from 0 to 10.

Terminal de Cruzeiros de Leixões  
Avenida General Norton de Matos s/n  
4050-208 Matosinhos | Portugal

Tel.: (351) 22 340 18 00  
rh@ciimar.up.pt  
www.ciimar.up.pt



In the case of a tie between the scores of the top candidates, and provided that such scores are higher than 7 values, a Personal Interview (PI), ranked from 0 to 10, will be done to the three top candidates, after which a final ranking will be performed as following:

$$GE2 = (GE1 * 0.8) + (PI * 0.2)$$

**8. Composition of the jury selection:**

President of the jury: Catarina Magalhães

Vogal: Joana Xavier

Vogal: Miguel Semedo

Substitutes

Ana Paula Mucha

Sandra Ramos

9. Form of Advertising/notification of results: The final results of the evaluation will be published through a list sorting the candidates according to their attributed mark, on the CIIMAR website and by e-mail; After the announcement of the results, candidates are considered automatically notified to, if they wish to do so, comment on the results on a preliminary hearing period within 10 working days after that date, as provided for in the Código do Procedimento Administrativo.

10. The jury reserves the right to not assign the vacancy depending on the quality of the applications.

11. In case of resignation or withdrawal of the selected candidate, the next candidate with the highest evaluation score will be notified immediately.

Based on the final sorted list of the candidates it will be made a reserve list that will be used for the future recruitment of technicians for this project.

Deadline for application and presentation of applications: The competition is open from **8<sup>th</sup> January till 21<sup>st</sup> January 2025**. The applications must be formalized, compulsorily, by sending the following documents:

- i. detailed Curriculum vitae with clear specification of i) reports and proof the experience in the above-mentioned fields ii) list of the skills
- ii. copy of the eligibility certificates;
- iii. motivation letter;
- iv. one or more reference contact information of current or past supervisors;
- v. contact e-mail address and phone number;
- vi. indication of the reference of the competition (as indicated in this announcement).
- vii. any other documents that the candidates may recognize as relevant to demonstrate the adequacy to the function

The applications should be sent by e-mail to: [rh@ciimar.up.pt](mailto:rh@ciimar.up.pt) and [cmagalhaes@ciimar.up.pt](mailto:cmagalhaes@ciimar.up.pt) with the offer reference in the subject. The applications that do not include all the elements previously indicated will not be considered.

12. 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,



**ciimar**

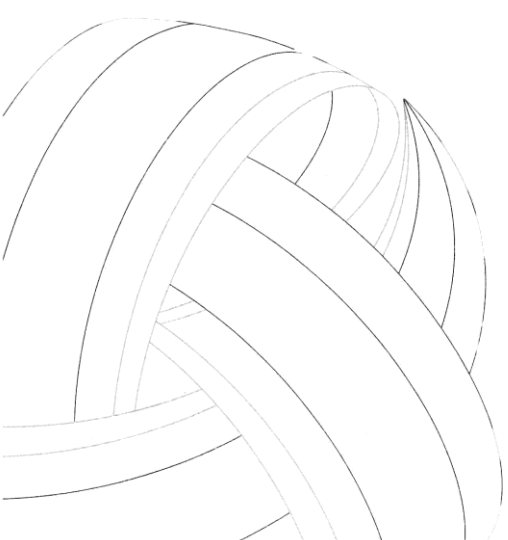
Centro Interdisciplinar  
de Investigação  
Marinha e Ambiental



Funded by  
the European Union

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.



Terminal de Cruzeiros de Leixões  
Avenida General Norton de Matos s/n  
4050-208 Matosinhos | Portugal

Tel.: (351) 22 340 18 00  
rh@ciimar.up.pt  
www.ciimar.up.pt