

SELECTION PROCEDURE FOR THE CONTRACTING OF 1 TECHNICIAN (Level 11)

Reference: 2024_090_TS_SHIFTMARES

A competition is open for the attribution of one work contract of a technician contract (level 11) in the scope of the Project “SHIFTMARES- Shifts in Portuguese Marine Ecosystem Services under Climate Change Scenarios: Impacts on Coastal Tourism” with reference CEXC/5710/2024 - S4P-24, financed by PLANAPP within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), according to the following conditions:

1. Scientific area: Environmental Sciences or akin areas

2. Admission requirements:

- Any national, foreign and stateless candidates with a bachelor degree in the area of Environmental Sciences, with a final average equal or greater than 14 points (out of 20) and with:

- Demonstrated experience in numerical ecological modeling OR Demonstrated experience in ecosystem services assessments AND
- Demonstrated fluency in spoken and written English;

- Preference will be given to candidates with:

- Demonstrated experience developing food web models of marine ecosystems.
- Demonstrated experience in coastal ecosystem services assessments.
- Demonstrated experience in co-participatory approaches with stakeholders.
- Experience at conducting comprehensive literature reviews.
- Experience in team work, writing reports and presenting scientific results at scientific and non-scientific audiences.
- Scientific publications in relevant areas for the work being developed.
- International mobility and ability to expand learning interests and broaden knowledge.
- High motivation to enroll with the project’s work plan and within the work and goals of the CIIMAR team where the work will be developed, clearly justified in a motivation letter.
- A taste for using and/or learning numerical approaches applied to study marine ecosystems clearly justified in a motivation letter.

If the degree has been awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018 of 16 August, and any formalities established therein must be fulfilled until the signing of the contract.

3. Work plan: The work being carried by the candidate aims at supporting research activities carried out within the SHIFTMARES project, namely, i) building up and using food web models of the Ria Formosa; ii) identifying and analyzing ecosystem services related with tourism in the Ria Formosa; iii) defining scenarios of climate change and extreme weather events combined with other stressors in the Ria Formosa; iv) conducting comprehensive literature reviews; v) preparing and organizing co-participatory approaches with policy makers and other stakeholders; vi) writing scientific papers and reports. The selected candidate will also liaise among the PI and other team members, and will also participate in writing manuscripts and technical reports, disseminating project results to both scientific and non-scientific audiences, and contributing to other numerical tasks carried out by the research team. The candidate may have to sporadically travel to and stay in Ria Formosa (Algarve).

4. Legislation and official rules: Art. 140, n. 2, g) and 148 the Labor Code (Law 7/2009, of 12 February and respective updates);

5. Work place: The selected candidate will work in the research team MEMO from CIIMAR, in close collaboration with the all partners involved in the project. The work place will be at the Terminal Cruise of the Port of Leixões, in Matosinhos, in the metropolitan area of Porto, under the supervision of Dr. Irene Martins.

6. Duration of the contract: Uncertain term work contract, starting in March 2025.

7. Monthly salary: Equated to the higher technical career, level 11: gross monthly salary € 1 179,42 food, holidays and Christmas allowance apart.

8. Selection methods: An overall assessment (valued from 1 to 10) of the candidates' merit will be made through the evaluation of their scientific and curricular track record, based on 3 strands and relevance for the planned project. The evaluation of the curriculum vitae will count 30% (CV), the motivation letter 15% (ML) and the scientific activity 35% (SA).

CV: For the global evaluation of the CV, the academic qualifications and the global scientific path will be evaluated;

ML: Evaluation of the candidate's motivation to join the work plan and the team, and ability to broaden their knowledge especially related to numerical approaches to marine ecosystems and ecosystem services, based on the motivation letter describing the relevance of the scientific path to the position and personal career goals.

SA: The scientific activity is evaluated, based on:

- Experience in ecological modelling;
- Experience in ecosystem services assessments;
- Experience in co-participatory approaches with stakeholders;

- Experience working within international and multidisciplinary teams;
- Number of scientific publications and presentations in scientific events;
- Enrollment in outreach activities to different audiences;
- Enrollment in career and personal development courses or activities;
- Autonomy level and degree of proactivity.

This global assessment will result in a pre-selection of the three best-ranked candidates, which will be communicated to the candidates.

An interview may also be carried out, in which case all of the three pre-selected candidates will be summoned to the interview. The jury will select one candidate among the pre-selected candidates to the position.

If an interview to the pre-selected candidates takes place, its objective is to clarify specific aspects related to their application, namely regarding their professional and/or curricular achievements, with a weight of 20%.

9. Composition of the jury selection:

President of the jury: Irene Martins (CIIMAR)

Vogal: Sandra Ramos (CIIMAR)

Vogal: Francisco Leitão (CCMAR)

10. Form of Advertising/notification of results: The final results of the first evaluation step (pre-selection) will be published on CIIMAR's website as a list of candidates ranked according to the assigned valuation. These results will also be emailed to candidates. In case of disagreement, candidates have a period of 10 working days to respond, if they so wish, in a prior hearing and in accordance with the Code of Administrative Procedure.

After the interviews, the final results related to the pre-selected candidates will be published on CIIMAR's website and communicated to them via e-mail.

The jury reserves the right not to assign the position if none of the candidates meet all the requirements and match the desired profile.

11. Period for receiving applications: The application should be sent by email, between 12/02/2025 until 25/02/2025, to rh@ciimar.up.pt and imartins@ciimar.up.pt, with the reference of the Call (as stated in this notice) in the "Subject" field of the email. The application must be formalized by sending the following documents:

- a) Curriculum vitae, including contact data;
- b) Copy of eligibility certificates;
- c) Motivation letter (max 2 pages) stating the aspects previously mentioned;

- d) Any other documents considered relevant.

Applications that do not include all of the above elements will not be considered. False statements provided by the candidates shall be punished by law.

12. Policy of non-discrimination and equal access: CIIMAR actively promotes a policy of non-discrimination and equal access, whereby no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty on the grounds, namely, of ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, illness chronicle, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership. Under the terms of Decree-Law nº 29/2001, of February 3rd, the disabled candidate has a preference in equal classification, which prevails over any other legal preference. Candidates must declare in the application form, under a commitment to honour, the respective degree of incapacity, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned diploma.