Terminal de Cruzeiros do Porto de Leixões
Avenida General Norton de Matos, S/N
4450-208 Matosinhos | Portugal

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

Announcement for the opening of a selection procedure for the hiring of one research technician (1 vacancy)

Reference: 2025_010_TS_TD

A competition is open for the attribution of Research Technician position, for the Deep-Sea Biodiversity and Conservation research team, within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research).

The position will be based at CIIMAR (www.ciimar.up.pt), a leading marine and environmental research and advanced training institution in Portugal, working at the frontier of knowledge and innovation. CIIMAR has a vibrant and international environment, and provides excellent support to incoming students and researchers, namely in advanced training, career planning and development, and leadership.

The selected candidate will play an important role on the development and implementation of an institutional data management and open science policy, using data of several research projects in the field of deep-sea biodiversity and ecology as a pilot.

1. Scientific area: Biological Sciences

2. Admission requirements:

      i) Hold a bachelor's or integrated master degree in data science, information management, marine sciences, or a related field, with a minimum grade of 15, and demonstrated competences in research data management;

      ii) Proven experience in developing and implementing data management plans (DMPs), including data organization, curation, and metadata creation, preferably in the context of marine or environmental sciences;

      iii) Familiarity with open science principles, data repositories, and relevant data sharing standards (e.g., FAIR principles);

      iv) Technical skills in data analysis, visualization, and scripting (e.g., Python, R, SQL), as well as experience working with databases or cloud-based data management platforms;

      v) Competence in managing sensitive data and ensuring compliance with ethical, legal, and institutional data handling standards;

      vi) Strong organizational and communication skills, with the ability to train and support team members in data management practices;

      vii) The candidate should be highly motivated and committed to supporting data-driven research in marine sciences;

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viii) Immediate availability (to be expressed in the motivation letter).

Conditions of preference:
In addition to data management, experience of participation in projects related to biodiversity and ecology of deep-sea ecosystems is highly advantageous.

3. Workplan:
The candidate will be responsible for the management and stewardship of research data generated by the team, ensuring its proper organization, storage, documentation, and accessibility in compliance with data management best practices and institutional policies. Duties include developing and implementing data management plans (DMPs), curating datasets to ensure accuracy, consistency, and completeness, and maintaining metadata records. The candidate will oversee data sharing and archiving processes, facilitate adherence to open science principles, and provide support for data analysis and visualization. Additional responsibilities include training staff on data management protocols, staying updated on standards in data stewardship, and contributing to the preparation of datasets for publication or dissemination. The candidate will play a pivotal role in integrating data workflows into research activities within the team.

4. Legislation and official rules: Article 140, number 2, line g) and article 148, number 4 of the Labour Code approved Law no. 7/2009 of 12th February, and updates.

Any national, foreign and stateless candidate(s) who hold a degree in one of the aforementioned areas and a scientific and professional curriculum whose profile is suited for the activity to be performed is encouraged to apply to this position. 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.

5. Work place: The work will be carried out at the Data Management and Open Science office as well as the Deep-Sea Biodiversity and Conservation research team at CIIMAR headquarters located in Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, Matosinhos (Portugal), under the scientific supervision of Dr. Paola Tomasino and Dr. Joana Xavier, respectively.

6. Duration of the contract: an uncertain term work contract will be signed, according to legal terms (articles 140o, number 2, line g; and article 148, number 4 - Labour Code). The position is anticipated to start in March 2025.

7. Monthly maintenance: the gross monthly salary is 1.600,46 € according to the Single Remuneration Table, level 19; food, holidays and Christmas allowance apart.

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8. Selection methods:

A global assessment of the candidates will be carried out by evaluation of scientific and curricular achievements and supporting documents. The evaluation will take into account:

i) academic performance (global appreciation taking into account the University – level degrees, their appropriateness to the position as well as the performance of the candidate in each of such degrees), ranked from 0 to 10 with a relative weight of 20%;

ii) experience in the field of study (publications, research activities related to data management in biological sciences (including marine or environmental research), skills in developing and implementing data management plans, familiarity with open science and FAIR principles, technical skills in data analysis, visualization, or programming, and experience with databases or data repositories), ranked from 0 to 10 with a relative weight of 60%;

iii) 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 and with a relative weight of 20%.

The candidate with the highest score will be offered the position, provided that such score is above seven (7) values. In the case of a tie between the scores of the top candidates, and provided that such scores are higher than 7 values, an interview will be performed to these candidates to allow for the selection of a single candidate. The selection will be based on the qualitative vote of each member of the jury regarding the most adequate candidate for the position, and, in the case of a tie in the vote, the vote of the president of the jury will prevail.

9. Composition of the jury:

President of the jury: Dr. Joana R Xavier
Vogal: Dr. Paola Tomasino
Vogal: Dr. Irene Martins

10. Form of Advertising/notification of the results:
The final results of the first step 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; 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. After the interviews, the final results of the shortlisted applicants will be published on the CIIMAR website and communicated by e-mail. The jury reserves the right to not assign the grant depending on the quality of the applications.

11. Deadline for application and presentation of applications: If you are interested in this position, you are encouraged to apply, from 17th until 28th February 2025, by sending:

- Detailed Curriculum Vitae in English including the e-mail address and phone number of the candidate as well as two reference contacts (name, e-mail and current position)
- Academic transcripts;

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- A short (max two-page) description of your past achievements, research interests and motivation to undertake this position.

The application documents and any specific informal inquiries should be addressed to Joana Xavier (jxavier@ciimar.up.pt) and rh@ciimar.up.pt with 2025_010_TS_TD in the subject line.

The whole application should be no bigger than 20 MB. Applications that do not include all the previously indicated elements will not be considered. 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.

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.