

ANNOUNCEMENT FOR THE OPENING OF SELECTION TENDER PROCEDURE FOR (1) HIGHER  
LEVEL 19 TECHNICIAN – (1 vacancy)

Reference: 2025\_02\_TS\_NANOBIOESCUDO

A competition is open for the attribution of 1 employment contract for a superior level 19 technician, holder of a degree, within the scope of the Project **NanoBioEscudo - Tecnologias bio-inspiradas de nova geração para prevenção da bioincrustação marinha**, with the reference **COMPETE2030-FEDER-01194000**, within the R&D Institution CIIMAR (Interdisciplinary Centre of Marine and Environmental Research), supported by Programa Inovação e Transição Digital (COMPETE 2030), Portugal 2030, according to the following conditions:

1. **Scientific area:** Chemistry
2. **Admission requirements:** To be admitted to the competition, candidates must hold a degree in the field of Pharmaceutical Sciences. Preferred conditions are previous experience in green chemical organic synthesis. Candidates should speak and write fluently Portuguese.  
  
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:** In CIIMAR, several promising nature-inspired antifouling (NIAFs) compounds were synthesized by bioprospection of known marine antifouling compounds and were found to be harmless than commercial antifoulants that are damaging the ocean. In this project, the contracted technician will upscale the synthesis of the most potent compounds. A new equipment will be bought and the contracted technician will be responsible for its installation. The selected candidate will also participate in laboratory management (orders, inventories), data curation, and writing manuscripts and reports. The technician will participate in project meetings and in dissemination.
4. **Legislation and official rules:** Article 140, number 2, line g) and article 148, number 5, of the Labor Code (Law 7/2009, of 12 February and respective updates).
5. **Work place:** The work will be carried out at FFUP, Rua Viterbo Ferreira (Marine Natural Products and Medicinal Chemistry - CIIMAR), under the scientific supervision of Prof Marta Ramos Pinto Correia da Silva Carvalho Guerra.

6. **Duration of the contract:** Uncertain term work contract starting in May 2025.
7. **Monthly salary:** The gross monthly salary is 1600.48 €, in accordance with the Single Remuneration Table (level 19), food, holidays and Christmas allowance apart. includes work accident insurance. Payment will be made monthly by bank transfer.
8. **Selection methods:** The ranking of candidates will be performed by an initial evaluation based on a global Curriculum Vitae evaluation.

The candidates' CV score (CVS) will be the sum of the evaluation for the Academic Qualification (AQ), the Professional Experience (PE), and Motivation Letter (ML) in accordance with the formula:

$$\text{CVS} = \text{AQ} + \text{PE} + \text{ML}$$

The Academic Qualification (AQ), the Professional Experience (PE), and Motivation Letter (ML) will evaluate the merit of the candidate, and are evaluated with the following subcriteria:

AQ. Overall assessment of the curriculum - will have a weighting of 50% and will evaluate the following sub-factors:

- Participation in R&D projects, congresses and other dissemination events (20%)
- Scientific writing (publications, reports, thesis) (10%)
- Supervision of research initiation students (10%)
- Laboratory management (10%)

PE - Expertise/skills in the field of research indicated - will have a weighting of 40% and will evaluate the following subfactors:

- Laboratory experience in synthesis of organic compounds (heterocyclic compounds) and in structure elucidation (15%)
- Laboratory experience in green chemistry (10%)
- Laboratory experience in up-scaling (10%)
- Knowledge in the biofouling/antifouling field (5%)

ML - Motivation Letter - will have a weighting of 10% and will evaluate the relevance of the scientific path to the position and personal career goals.

Short-listed candidates with similar highest final scores may be invited to an interview. The interview will be used to clarify aspects related to the candidate's motivation. The interview has a weight of 30% and the previous evaluation weight of 70%.

The jury reserves the right to not assign the research contract if none of the candidates meets all requirements and matches the desired profile with a minimum of 15 values of the total evaluation.

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

President of the jury: Marta Ramos Pinto Correia da Silva Carvalho Guerra

Vogal: Doutora Joana Reis de Almeida

Vogal: Doutora Diana Isabel Soares Pereira Resende

**10. Form of Advertising/notification of results:** The final results of the first evaluation step (pre-selection) will be published on the CIIMAR 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 the CIIMAR 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. Deadline for application and presentation of applications:** The competition is open from **24/03/2025** until **04/04/2025**. The applications cannot exceed 20 MB and must be formalized, compulsorily, by sending the following documents:

- a) Motivation letter with the indication of the reference of the competition (as indicated in this announcement);
- b) Detailed Curriculum vitae with clear specifications of i) contact e-mail address and phone number; ii) certificates (copy) of the highest academic degree, specifying mandatorily the final classification; iii) documents that the candidate may recognize as relevant to demonstrate scientific writing.

- c) Any document that proves that the candidate speak and write fluently Portuguese.
- d) For degrees obtained abroad, conversion of the final classification (GPA) to the Portuguese classification scale;

The applications should be sent by e-mail to: [rh@ciimar.up.pt](mailto:rh@ciimar.up.pt) with the reference indicated in this announcement in the subject line. 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, 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<sup>rd</sup> February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honor, 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.