

Research Technician [M/F] - 1 vacancy

Post Ref.: CCMAR/TSI/07/2026

The Centre of Marine Sciences of the Algarve (CCMAR) is opening one (01) position for a Research Technician (M/F) (Técnico/a Superior de Investigação) in the field of biology/marine ecology to satisfy temporary needs under an uncertain term employment contract. The selected candidate will support the work carried out within research project CTS_S-ECO-18G/2025: ECO-CERCO : Serviços de investigação em Ecologia: Monitorização de interações de espécies marinhas protegidas e a pescaria de cerco. This position is open under the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.ualg.pt/>) is one of the leading marine science research centres in Portugal, rated Excellent in evaluations promoted by the Foundation for Science and Technology (FCT). With a multidisciplinary team, well-equipped facilities, and laboratories, CCMAR engages in core areas such as research, training, business, societal engagement, and collaboration.

2. Tasks to be performed:

We are looking for a candidate with a strong interest in fieldwork in marine environments and in fisheries ecology, with a focus on data collection in real fishing operation contexts.

The main responsibilities include:

- Research in fisheries ecology, involving onboard monitoring of purse seine fishing operations and their interactions with protected marine species (cetaceans, seabirds, and marine reptiles).
- Activities include the systematic collection of operational data, recording interactions with marine megafauna, an applying standardised scientific observation protocols.
- The role also includes providing technical support to fishers in the implementation of reporting tools (mobile application), and direct participation onboard in operational settings, contributing to improving the quality and consistency of the data collected within the Sardinha2030 project.

3. Monthly Gross Salary and other benefits: €1,499.15, plus inclusion in CCMAR's group life insurance policy and the possibility to join the group health insurance scheme (co-funded 50% by CCMAR and 50% by the employee).

4. Application submission process and documents: Only applications submitted through the CCMAR website will be considered: <https://ccmar.ualg.pt/en/career-opportunities>. Applications are correctly submitted only after the candidate has received a confirmation e-mail from CCMAR. Applications in **Portuguese** must include:

1. Motivation letter in Portuguese.

2. Detailed CV in Portuguese, **including the confirmation of a valid driving license.**
3. Copy of the Master's degree certificate.
4. Email contacts of up to three references.

Non-compliance with these documents/information's determines the immediate rejection of the application.

5. Requirements:

1. Master's degree certificate in Biology, Marine Biology, or related fields.
2. Good knowledge of databases and data organisation (Excel).
3. Fluency in Portuguese, both spoken and written, is mandatory.
4. Field experience: proven experience in fisheries fieldwork or at-sea observation is highly valued.
The selected candidate must be available and able to participate in onboard activities on purse seine fishing vessels, often under physically demanding conditions.
5. Valid driving license and access to a personal vehicle, to ensure availability for fieldwork and travel to coastal areas.

Non-compliance with these requirements invalidates the application. Provision of false documentation will be punished by law.

The ideal profile would include the following:

Qualifications

1. Master's degree in Biology, Marine Biology, or related fields.

Experience and Skills

2. Good knowledge of databases and data organisation (Excel).
3. Fluency in Portuguese, both spoken and written, is mandatory.
4. Field experience: proven experience in fisheries fieldwork or at-sea observation is highly valued.
The selected candidate must be available and able to participate in onboard activities on purse seine fishing vessels, often under physically demanding conditions.
5. Valid driving licence and access to a personal vehicle, to ensure availability for fieldwork and travel to coastal areas.
6. Strong interpersonal and communication skills, particularly in engaging with fishing communities.
7. Ability to work both independently and within a multidisciplinary team.

8. Flexibility for travel and fieldwork under varying conditions.

6. **Working contract conditions:** uncertain term employment contract expected to start in July 2026.

7. **Working Schedule:** 35 hours weekly.

8. **Working Place:** CCMAR and other locations required for the performance of duties, namely, but not exclusively, fishing campaigns that will take place along the southern and southwestern coasts of Portugal, from Vila Real de Santo António to Sines. Travel expenses will be covered by the project.

9. **Application Period:** between the 30th April 2026 and 29th May 2026 at 23:59 (Lisbon time, Portugal).

10. **Selection Committee:** Doctor Ana Marçalo, project coordinator and Assistant Researcher at CCMAR (President of the Selection Committee); Doctor Rui Coelho, Researcher at IPMA and CCMAR (full member); Professor Doctor Jorge Gonçalves, Professor at the University of Algarve, Principal Researcher with habilitation and co-leader of a research group at CCMAR (full member); Doctor Mafalda Rangel, Assistant Researcher at CCMAR (substitute member); and Doctor Bárbara Horta e Costa, Assistant Researcher at CCMAR (substitute member).

11. Selection Criteria:

Through the analysis of the application documents the evaluation criteria for the applications and their relative weight for ranking are as follows:

1. Proven experience in fieldwork within fisheries contexts (60%)
2. Proficiency in Excel (independent user level) (30%)
3. Knowledge of R and QGIS (independent user level) (10%)

The selection committee reserves the right to contact and interview candidates if additional information or clarification of any curricular aspect is necessary. In case it takes place, the interview aims to evaluate in more detail the curricular items used to grade the candidate according to the list above.

In the eventuality that no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the position because of failure to comply with documentary requirements or any other reason, or later during the contract if they resign, the jury reserves the right, upon convenience and opportunity, to assign the position

to the next applicant in accordance with the ranking positions based on the selectable list that can be used up to 12 months of the date of the present announcement.

12. Results: The lists of admitted and excluded candidates, and the final classification list, shall be posted on the CCMAR website at <https://ccmar.ualg.pt/en/career-opportunities> and all candidates will be notified by email.

13. Prior Hearing and Deadline for the Final Decision:

13.1. After the evaluation of all admitted applications, the selection panel will produce a provisional report detailing the admission, evaluation, and selection process, including a ranked list of candidates with their respective scores and the panel's decision.

13.2. All candidates will be notified by email of the selection panel's provisional decision.

13.3. Under Article 121 of the Administrative Procedure Code, all candidates have 10 working days from the date the notification email is sent to contest the provisional decision.

13.4. The final decision will be validated by the CCMAR Board of Directors and communicated (via email) to all candidates within 90 working days from the application deadline.

14. Final Information:

14.1 Candidates holding master degree certificate issued by foreign universities must have their certificate recognized in Portugal at the time of contract signing. Failure to comply will result in exclusion from the process. Information on degree recognition can be obtained from any Portuguese university or [here](#). The CCMAR Board of Directors reserves the right to extend the above-mentioned period upon the candidate's request, provided it does not negatively impact the execution of the work plan.

14.2 Due to the nature of the role, which requires driving the selected candidate will be required to provide a copy of their driving license and driving record (points system). The candidate will only be hired if they have no driving restrictions in Portugal.

14.3 The Board of Directors reserves the right, due to a change in circumstances at the date of the present announcement, to cancel the present call without any recruitment.

14.4 Candidates with disabilities have preference in cases of equal ranking, which takes precedence over any other legal preference. Candidates must declare their impairment status in their application, under an honour statement, indicating the degree of impairment, the type of impairment, and the communication/expression methods to be used during the selection process.

14.5 CCMAR encourages applications from individuals with an impairment, including impairment degree \geq **60%**.

14.6 CCMAR subscribes to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

14.7 CCMAR's Non-Discrimination and Equal Access Policy: No candidate shall be privileged, benefited, prejudiced, or deprived of any right or exempt from any duty based on ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, social origin or condition, genetic heritage, disability, chronic illness, nationality, ethnicity, territory of origin, language, religion, political or ideological convictions, or trade union membership.

April 24th 2026