

Research Technician [M/F] - 1 Vacancy

Post Ref.: CCMAR/TSI/08/2026

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 (Cellular Aquaculture) to meet temporary needs under an uncertain term employment contract. The selected candidate will support work carried out within the scope of the project INOVACEL - *Sustentabilidade e Inovação na Aquacultura Celular: Uma Abordagem Circular com Microalgas*, Project no. 17404, Operation no. ALGARVE-FEDER-01192400 co-financed by the European Union through Algarve 2030 and COMPETE 2030 Operational Programs, under Portugal 2030, 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 person with an interest in cellular aquaculture and cultivated seafood, ideally with experience in fish cell culture and characterization and biochemical analysis of the cell biomass.

Main responsibilities will include:

- Development of primary cell cultures from a range of fish tissues,
- Maintenance and cryopreservation of cultured cells,
- Characterization of cultured cells (e.g. growth curve, population doubling time, karyotype, marker gene expression, cryopreservation, differentiation capacity and biochemical analyses)
- Data analysis, project meeting participation (including with Portuguese stakeholders) and report preparation.

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 **English** must include:

1. Motivation letter in English.
2. Detailed CV in English, including evidence of good Portuguese language proficiency.

3. Copy of the Master's degree certificate.
4. Email contacts of up to three references.

Non-compliance with these documents/information will result in the immediate rejection of the application.

5. Requirements:

1. MSc in Biology, Biotechnology, Biochemistry, or related fields.
2. Proven experience in a research laboratory.
3. Good knowledge of written/spoken English.
4. Good knowledge of written/spoken Portuguese.

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. MSc in Biology, Biotechnology, Biochemistry, or related fields.

Experience and Skills

2. Proven experience in a research laboratory.
3. Good knowledge of written and spoken English and Portuguese.
4. Proven experience in animal cell culture and characterization, optimization of cell proliferation and differentiation, and biochemical analysis of cell biomass.

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

7. Working Schedule: 35 hours weekly.

8. Working Place: CCMAR, Faro, Portugal.

9. Application Period: between the 05th May 2026 and 19th May 2026 at 23:59 (Lisbon time, Portugal).

10. Selection Committee: Dr. Vincent Laizé, project coordinator at CCMAR, researcher and team coordinator at CCMAR (jury president); Dr. Natércia Conceição, associate professor at UALG and team coordinator at CCMAR (jury member); Dr. Leonor Cancela, Emeritus professor at UALG and team

coordinator at CCMAR (jury member); Dr. Paulo Gavaia, researcher and team coordinator at CCMAR (substitute jury member); Dr. Joana Rosa, researcher and team coordinator at S2AQUAcoLAB and member at CCMAR (substitute jury member).

11. Selection Criteria:

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

1. Proven experience in animal cell culture and characterization – 30%
2. Proven experience in optimization of cell proliferation and differentiation – 15%
3. Proven experience in biochemical analysis of cell biomass – 15%
4. English knowledge assessed through the structure and content of the motivation letter (the motivation letter must be written in English) – 20%
5. Applicant merit (Final MSc. score) – 20%

If the grading of the diplomas is only qualitative, the jury reserves the right to apply the following conversion table:

Qualitative Grade	Quantitative Conversion
Very Good with Distinction/with Distinction and Honors/Magna Cum Laude/Summa Cum Laude	18 val.
Very Good/Approved with Distinction/Good with Distinction/Cum Laude	16 val.
Good/Approved/Unanimously Approved	14 val.

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 outcome.

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 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.

14.3 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.

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

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

14.6 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 29th 2026

