

Research Technician [M/F] - 1 vacancy

Post Ref.: CCMAR/TSI/07/2025

The Centre of Marine Sciences of the Algarve (CCMAR) is opening one (01) position for a Research Technician (Técnico Superior de Investigação) (M/F) 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: 1 442,57€

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 must include:

1. Motivation letter in English.
2. Detailed CV in English.
3. Master's degree certificate in Biology, Biotechnology, Biochemistry, or related areas.

4. Email contacts of up to 3 references.

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

5. Requirements:

1. Master's degree in Biology, Biotechnology, Biochemistry, or related areas.
2. Proven experience of work in a research laboratory.
3. Good knowledge of written and spoken English and 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

- Master's degree in Biology, Biotechnology, Biochemistry, or related areas.

Experience and Skills

- Proven experience in a research laboratory.
- Good knowledge of written and spoken English and Portuguese.
- Proven experience in animal cell culture and characterization, and biochemical analysis of cell biomass.

6. Working contract conditions: uncertain term employment contract expected to start in April 2025.

7. Working Schedule: 35 hours weekly

8. Working Place: CCMAR, Faro, Portugal.

9. Application Period: between the 4rd March 2025 and 18th of March 2025 at 23:59 (Lisbon time, Portugal).

10. Selection Committee:

Dr. Vincent Laizé, project coordinator at CCMAR, researcher and team leader at CCMAR (jury president); Dr. Joana Rosa, researcher and team leader at S2AQUAcoLAB and member at CCMAR (jury member); Dr. Natércia Conceição, associate professor at UALG and team leader at CCMAR (jury member); Dr. Paulo Gavaia, researcher and team leader at CCMAR (substitute jury member); Dr. Leonor Cancela, full professor at UALG and team leader at CCMAR (substitute jury 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 the development of primary cell cultures – 20%
2. Proven experience in the maintenance and characterization of cell lines – 20%
3. Proven experience in biochemical analysis of cell biomass – 20%
4. English proficiency (the motivation letter must be written in English) – 20%

5. Applicant merit (Final MSc. grade) – 20%

Preference will be given to candidates with:

Proven experience in (1) animal cell culture and characterization and (2) biochemical analysis of cell biomass.

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 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 by email.

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 degree certificates issued by foreign universities must have their certificates 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 disability status in their application, under an honour statement, indicating the degree of disability, the type of disability, and the communication/expression methods to be used during the selection process, as per the aforementioned legislation.

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

14.5. 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.

February the 27th 2025

