

**Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats.
(F/M) - 1 Position Available**

Reference: CCMAR/IA/09/2026

The Centro de Ciências do Mar do Algarve (CCMAR) is opening a recruitment and selection process for one position as Assistant Researcher (M/F) in the area of Ecology, Conservation and Restoration of Marine Habitats, this position is open to citizens of any nationality, including stateless individuals, under an uncertain term employment contract to recruit and select the best candidate for activities within the research project CORALRESCUE - *Large-scale coral bycatch mitigation by active engagement of fishers in habitat conservation and restoration*, and related projects according to the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.ualg.pt/>) is one of Portugal's leading marine science research centres, 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. Summary and Functions:

This position is intended for an Assistant Researcher within the CORALRESCUE project, with the following responsibilities:

1. Coordinate and implement the project, including the preparation of reports and scientific publications.
2. Coordinate and participate in fishing trials to assess the effectiveness of modified fishing gear in reducing coral bycatch.
3. Engage with fishers and conduct interviews to gather information relevant to the project objectives.
4. Contribute to the development, testing and implementation of an innovative method for the rescue and transplantation of corals recovered as bycatch from fishing activities.
5. Assess coral survival and the success of restoration actions, train fishers in data collection protocols, and support the mapping of coral habitats and fishing impacts through the integration of scientific data and local ecological knowledge.
6. Support training and capacity-building activities aimed at relevant stakeholders.
7. Contribute to outreach, awareness-raising and ocean literacy activities, as well as to the development of best-practice guidelines for coral rescue and restoration.
8. Supervise students at different academic levels, particularly Master's and PhD students.
9. Contribute to the development of CCMAR's scientific strategy.

10. Secure external funding and collaborate in CCMAR's institutional initiatives.

3. Applicable Law:

- Decree-Law No. 57/2016, of August 29, amended by Law No. 57/2017, of July 19.
- Regulatory Decree No. 11-A/2017, of December 29.
- Labour Code, approved by Law No. 7/2009, of February 12, in its current version.
- Decree-Law No. 124/99 of April 20, in its current version (Scientific Research Career By-Laws).
- Administrative Procedure Code.
- Internal Regulation for Scientific Research and Technological Development Personnel, and Science and Technology Management and Communication at Centro de Ciências do Mar do Algarve [here](#).

4. Start Date: The contract is expected to start in September 2026.

5. Workplace: The activities will be carried out at CCMAR (University of Algarve, Faro, Portugal), as well as at other locations whenever required for the execution of project activities.

6. Working Hours: 35 hours per week.

7. Monthly Salary: The gross monthly base salary is €3,576.56 (Index 195), supplemented by inclusion in CCMAR's group life insurance scheme and the possibility of joining CCMAR's group health insurance scheme, with 50% of the cost covered by CCMAR and 50% by the employee.

8. Application Period: The application period starts on 17th of June, 2026 and ends on 01st of July, 2026, at 23:59 (Lisbon time, Portugal).

9. Required Profile:

1. PhD in Marine Ecology, Marine Biology, Conservation Biology, Marine Sciences, or a related field, obtained more than 5 years before the application deadline.
2. Demonstrated experience in leading and coordinating research projects and multidisciplinary scientific teams.
3. Experience in coral ecology, conservation and restoration, particularly involving cold-water and temperate coral species.
4. Experience in coral husbandry and the maintenance of corals in captivity, including experimental work under controlled conditions.
5. Experience in coral restoration techniques, including both asexual and sexual propagation approaches.
6. Experience in the analysis of spatial ecological data, including the use of fisheries bycatch information and other spatial datasets for habitat mapping and conservation planning.
7. Experience in collaborating with fishers and other stakeholders in marine conservation and restoration initiatives.

8. Certification as a scientific diver or equivalent experience in fieldwork in marine environments.
9. Fluency in Portuguese (spoken and written) and English (spoken and written).

10. Selection Panel:

The selection panel consists of:

1. Professor Adelino V. Canário, Emeritus Professor at the University of Algarve, Research Group Co-Leader at CCMAR and President of the CCMAR Board of Directors (President of the Selection Committee).
2. Professor Ester Serrão, Full Professor at the University of Algarve and Research Group Co-Leader at CCMAR (Full Member).
3. Doctor Gareth Pearson, Principal Researcher at CCMAR and Research Group Co-Leader at CCMAR (Full Member).
4. Doctor Jorge Gonçalves, Principal Researcher with Habilitation at CCMAR, Research Group Co-Leader at CCMAR and Member of the CCMAR Board of Directors (Full Member).
5. Doctor Neusa Martins, Assistant Researcher and Research Group Co-Leader at CCMAR (Full Member).
6. Doctor João Neiva, Assistant Researcher at CCMAR and Research Group Co-Leader at CCMAR (Alternate Member).
7. Doctor Mafalda Rangel, Assistant Researcher at CCMAR (Alternate Member).

11. Evaluation and Selection Process:

The evaluation will consist of a curriculum assessment (final rating between 0-100).

Admitted applications will be evaluated considering the scientific and curricular path, focusing on the relevance, quality, and up-to-datedness of the following criteria:

CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).

CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).

CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).

CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).

The selection panel may extend the five years referred to in the evaluation criteria upon the candidate's request when justified by the suspension of scientific activity for socially protected

reasons, such as parental leave, severe prolonged illness, and other legally protected situations of work unavailability.

The selection panel reserves the right to contact or interview candidates if additional information or clarification of documentary aspects related to research results is needed. The possible interview, which does not constitute a selection method and is not classified, aims to obtain clarifications or explanations on elements contained in the candidates' CVs.

12. Selection Panel Functioning:

The evaluation (with a score ranging from 0 to 100) will be based on the assessment of the motivation letter (including a personal appraisal of how the candidate's activities over the last five years match the requirements of this call, highlighting the selected publications), the CV, which should include activities relevant to the specific field and the candidate's scientific and professional track record, and up to three articles selected by the candidate.

The final score of each candidate will be calculated by applying the following formula:

$$C = CA \times 65\% + CB \times 25\% + CC \times 9\% + CD \times 1\%$$

Following the calculation of the final score (C) for all candidates, each member of the Selection Committee will rank the candidates from the highest to the lowest score. Voting will then take place for the first position and, subsequently, for each following position. The candidate receiving the majority of votes will be selected.

If no candidate obtains a majority in the first round of voting, the candidate ranked last will be eliminated and the process repeated with the remaining candidates. In the event of a tie after applying the above procedures, the Chair of the Selection Committee shall have the casting vote.

The Selection Committee will prepare minutes of all meetings, including a description of the evaluation and selection procedures, as well as a ranked list of the candidates admitted to the competition and their respective scores. The final decision of the Selection Committee is subject to validation by the CCMAR Board of Directors.

Should none of the candidates demonstrate a profile considered suitable for the duties to be performed, the Selection Committee reserves the right to close the recruitment process without making any appointment.

If the selected candidate cannot be appointed due to failure to provide the required documentation, for any other justified reason, or if the selected candidate subsequently terminates the employment contract, the Selection Committee reserves the right to offer the position to the next candidate on the final ranked list, whenever deemed appropriate and convenient. For this purpose, a reserve list may be used for up to 12 months from the date of publication of this call.

13. Required Documents, Process, and Submission of Applications:

Only complete applications submitted directly and obligatorily on the CCMAR website <https://ccmar.ualg.pt/en/career-opportunities> are accepted. The application is considered valid only after the candidate receives written confirmation from CCMAR. The application in English must include:

- a) A motivation letter (in English), including a personal assessment of how the candidate's activities over the last five years match the requirements of this call, highlighting the selected publications and addressing the evaluation criteria, with a maximum length of 10,000 characters.
- b) A detailed curriculum vitae (in English), including activities relevant to the specific field and the candidate's scientific and professional track record, organised according to the CV evaluation criteria.
- c) Up to three articles selected by the candidate.
- d) A copy of the PhD degree certificate.
- e) Contact email addresses for up to three references.

Non-compliance with requirements/documents in sections 9 and 13 invalidates the application. According to the law, false information may be penalised.

14. Results:

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

15. Prior Hearing and Final Decision Deadline:

15.1) After evaluating all admitted applications, the Selection Panel will produce a provisional minute describing the admission, evaluation, and selection process, including a list of candidates ranked and their scores and decisions.

15.2) All candidates will be notified by email of the Selection Panel's provisional decision.

15.3) Under Article 121 of the Administrative Procedure Code, all candidates have 10 working days from the date of email notification to contest the provisional decision by emailing the Selection Panel.

15.4) The CCMAR Board of Directors will validate the final decision, which will be communicated (by email) to all candidates within 90 working days from the application deadline.

16. Final Information:

16.1) Candidates holding certificates proving degrees from a foreign university must have their certificate recognised in Portugal when signing the employment contract. Failure to do so

justifies exclusion from the procedure. Information on degree recognition can be obtained from any Portuguese university or [here](#).

16.2) 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.

16.3) CCMAR endorses the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

16.4) Candidates with impairment 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.

16.5) CCMAR encourages applications from individuals with an impairment including impairment degree $\geq 60\%$.

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

16.7) 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

The members of the Selection Panel approved this announcement on 09th June 2026.