

Junior Researcher – in the area of Ecology, Conservation and Habitat Restoration

(F/M) - 1 Position Available

Reference: CCMAR/IJ/10/2026

The Centro de Ciência do Mar do Algarve (CCMAR) is opening a recruitment and selection procedure for one Junior Researcher position (M/F) in the field of Ecology, Conservation and Habitat Restoration, open to candidates of any nationality, including stateless persons, under an uncertain term employment contract, with the aim of recruiting and selecting the best candidate to carry out activities within the framework of the project Ref. 101148241 – LIFE23-NAT-PT: Large-scale conservation and restoration of critically threatened seagrass habitat on Atlantic infralittoral sand and coastal lagoons, funded by the European Commission, under the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.uaig.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:

We are seeking a Junior Researcher to carry out research and development activities in the fields of Seagrass Ecology, Conservation and Restoration. The selected candidate will be expected to undertake the following tasks:

1. Mapping seagrass and lagoon plant (*Ruppia* spp.) habitats and species, as well as associated threats;
2. Monitoring environmental, biodiversity and blue carbon-related parameters;
3. Supporting restoration activities and their associated monitoring and research actions;
4. Developing protocols and best-practice guidelines for the management of seagrass and lagoon habitats;
5. Contributing to the development of a Seagrass Park;
6. Supporting project management and reporting activities;
7. Participating in outreach, communication and awareness-raising activities;
8. Supporting stakeholder training and capacity-building 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 August 2026.

5. Workplace: Activities will occur at CCMAR (University of Algarve, Faro, Portugal) and other locations necessary for the proposed tasks.

6. Working Hours: 35 hours per week.

7. Monthly Salary: The gross base monthly salary is €2 408,11 (TRU 33) plus inclusion in the CCMAR group life insurance policy and the possibility of enrolling in the CCMAR group health insurance, co-financed at 50% by CCMAR and 50% by the employee.

8. Application Period: The application period opens on 26 June 2026 and closes on 10 July 2026 at 23:59 (Lisbon time, Portugal).

9. Required Profile:

1. Hold a PhD degree in Biological Sciences or a related field, awarded within the last five years.
2. Have a record of scientific publications in areas relevant to the project.
3. Demonstrate proven professional experience in the ecology, conservation and restoration of seagrass species and habitats, including lagoon habitats dominated by *Ruppia* spp.
4. Be fluent in both Portuguese and English.

The following qualifications and experience will be considered advantageous:

1. Experience in fieldwork, including habitat mapping, environmental monitoring, and seagrass monitoring.
2. Taxonomic expertise, particularly in the identification of fauna associated with seagrass meadows.
3. Experience in biodiversity data management.
4. Participation in working groups focused on nature conservation and/or seagrass conservation.
5. Experience in outreach, public engagement and citizen science activities.

10. Selection Panel:

The selection panel consists of:

1. Dr. João Neiva, Assistant Researcher and Research Group Leader at CCMAR (President);
2. Dr. Diogo Paulo, Assistant Researcher at CCMAR and Coordinator of the CCMAR Scientific Diving Centre (full member);
3. Dr. Vânia Baptista, Junior Researcher at CCMAR (full member);
4. Professor Karim Erzini, Professor at the University of Algarve and Research Group Leader at CCMAR (full member);
5. Professor Ester Serrão, Full Professor at the University of Algarve and Research Group Leader at CCMAR (full member);
6. Dr. Rita Abecasis, Head of the Ocean Literacy Unit at CCMAR (alternate member);
7. Dr. Márcio Coelho, Junior 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 and technological, cultural or artistic output produced over the last five years, 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 relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)

CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (9%)

CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education 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 of 0-100) is carried out through the assessment of the motivation letter (with a personal evaluation of the relevance of the activities of the last 5 years to the present competition, highlighting the chosen publications), the CV that will include activities in the specific area and the candidate's scientific and professional path, and up to 3 articles selected by the candidate.

The score of each candidate is obtained by summing the points of each criterion multiplied by the respective weights according to the following formula:

$$C = CA*40\% + CB*50\% + CC*9\% + CD*1\%$$

After determining the candidates' scores (C), each selection panel member will rank the candidates from highest to lowest score. Voting follows for the first place and each successive place. The candidate receiving the majority of votes will be selected.

If no candidate is selected in the first round of voting, the lowest-ranked candidate is eliminated, and the process is repeated with the remaining candidates. In the event of a tie, applying the previous criteria, the jury president will make the tie-breaking decision.

The selection panel will write minutes of meetings describing the evaluation and selection process, including a ranked list of admitted candidates and their scores. The CCMAR Board of Directors will validate the panel's final decision.

The jury reserves the right to close the competition without recruitment if the candidates do not possess the appropriate profile for the proposed functions. If the selected candidate cannot be appointed due to non-compliance with documentary requirements or other reasons, or if they later terminate the employment contract, the jury reserves the right to appoint the next candidate in the final ranking based on a reserve list that can be used up to 12 months from the date of this announcement.

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) with a personal evaluation of the relevance of the activities of the last 5 years to the present position, highlighting the chosen publications, considering the evaluation criteria, not exceeding 10 000 characters;
- b) Detailed curriculum vitae (in English) that includes activities in the specific area and the scientific and professional path of the candidate organised according to the CV evaluation criteria;
- c) Up to 3 articles chosen by the candidate;
- d) A copy of the Ph.D. certificate;

- e) Email contact of up to 3 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 PhD certificates proving degrees from a foreign university must have their PhD 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'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 23rd June 2026.

