# Post-Doctoral Fellowship – 2 Vacancies

## Within the project: WELL4CATCH

**Ref. ª: CCCMAR/BPD/14/2026**

**Updated in accordance with the jury's decision made on 26/10/2026**

The Centro de Ciências do Mar do Algarve (CCMAR) opens two (02) vacancies for a postdoctoral fellowship (BPD) in the scientific area of **Biology, Fisheries and Lab field animal**, eligible to candidates of any nationality, including stateless persons and beneficiaries of the political refugee status, within the scope of the research project designated by **Well4catch** – *"Advancing animal welfare in fisheries"* funded by the ***Coefficient Giving***, under the following conditions:

**1.Host and Contracting Institution:** CCMAR

**2.Work Plan, Tasks and Objectives:**

***Postdoctoral Fellowship 1 — Fish Welfare Physiology and Experimental Validation***

**Objectives:**

- Develop and validate physiological and integrated indicators of fish welfare.
- Quantify welfare impairment across capture, handling, recovery, stunning and slaughter stages.
- Test welfare responses under controlled and commercial fishing conditions.
- Support the development of practical welfare assessment protocols for fisheries.

**Tasks:**

Task 1.1 — Development and calibration of physiological, behavioural, RAMP and recovery-based welfare indicators

Task 1.2 — Controlled experiments to quantify welfare impairment under different capture and handling conditions

Task 1.3 — Field experiments in longline, set-net and purse-seine fisheries

Task 1.4 — Attribution of welfare impairment to specific stages of the fishing and handling process

Task 1.5 — Experimental assessment of stunning, slaughter and post-capture preservation procedures

Task 1.6 — Development and validation of integrated welfare indicators combining physiology, behaviour, RAMP and recovery

Task 1.7 — Scientific analysis, publications, conference communications and technical dissemination

***Postdoctoral Fellowship 2 — Behaviour, Multimodal Welfare Assessment and Modelling***

**Objectives:**

- Develop behavioural and sensor-based indicators of fish welfare.
- Integrate multimodal data for quantitative welfare assessment.
- Develop predictive statistical and AI-based welfare models.
- Build cross-species models linking biological traits to welfare sensitivity.

**Tasks:**

Task 2.1 — Development and validation of behavioural indicators of stress, fatigue, injury, loss of equilibrium and recovery

Task 2.2 — Sensor-based monitoring of fishing processes using force, accelerometer, motion and environmental data

Task 2.3 — Video-based and automated analysis of fish behaviour during capture, handling and recovery

Task 2.4 — Multimodal welfare assessment integrating behaviour, physiology, RAMP, recovery, sensor and environmental data

Task 2.5 — Development of statistical and AI-based models for predicting fish welfare impairment

Task 2.6 — Development of cross-species welfare models based on species traits and combined welfare indicators

Task 2.7 — Field validation of welfare indicators and predictive models in commercial fisheries

Task 2.8 — Scientific publications, conference communications, analytical tools and methodological dissemination

**3.Scientific Supervisor:**

Professor Doctor Jorge Gonçalves, Principal Investigator with Habilitation and Group Leader at CCMAR; Doctor Pedro Guerreiro, Assistant Researcher at CCMAR; Doctor Ana Marçalo, Assistant Researcher at CCMAR and Doctor João Saraiva, Assistant Researcher at CCMAR.

**4.Workplace:**

The workplace is at CCMAR (Gambelas Campus, University of Algarve, Faro, Portugal), the Algarve coast, and other locations necessary for the implementation of the work plan.

**5.Requirements for the application:**

The Candidates must meet the following conditions:

1. PhD certificate in fisheries biology, fish physiology, behavioural ecology or aquatic animal welfare, obtained in the three years prior to the date of submission of this application;

2. Candidates who have carried out research work leading to a doctoral degree at CCMAR as host institution are not eligible;
3. Valid driving licence;
4. The candidates must comply with Article 3 of the CCMAR Scholarship Regulations, here. This will be confirmed in the Curriculum Vitae.

**Non-compliance justifies exclusion from the procedure.**

**Experience in the following areas will be considered an advantage:**

a) Experimental work with live fish;

b) Conducting experiments at sea;

c) Stress physiology in fish;

d) Quantitative experimental design;

e) Relevant scientific background in fish capture and handling, stress, vitality, or welfare;

f) Familiarity with RAMP and/or other vitality indicators;

g) Strong skills in statistics and data analysis using R and/or Python;

h) Biologging / accelerometry;

i) Underwater video;

j) Telemetry;

k) Respirometry;

l) On-site point-of-care physiological blood analyses;

m) Experience in commercial fisheries;

n) Interaction with stakeholders/fishers.

## 6.Evaluation Criteria:

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

1. Experimental work with live fish – 15%
2. Experience in conducting experiments at sea – 15%
3. Experience in fish stress physiology – 15%
4. Experience in quantitative experimental design – 10%
5. Peer-reviewed scientific publications involving fish capture, handling, stress, vitality, or welfare – 15%
6. Experience with RAMP and/or other vitality indicators – 10%
7. Skills in statistical analysis and programming using R and/or Python – 15%
8. Overall relevance of the candidate's scientific and technical profile to the work plan – 5%

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 event that no applicant has the necessary profile, the selection committee reserves the right to cancel the recruitment process without making any appointment, or to make only one appointment if the candidates do not meet the required profile.

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

**7. Fellowship conditions:** The fellowship will have an initial duration of 12 months, with an expected start date of November 2026 and eventually renewed for additional periods or until the end of research project never exceeding a maximum of 36 months. The fellowship must be carried out under an exclusivity regimen, according to the CCMAR fellowship regulations (see here), and the FCT fellowship regulation based on the Portuguese law 40/2004, of 18 of August (Scientific Research Fellowship holder statutes) amended by the Decree-Law 123/2019 of 28 of August. A maintenance allowance of 2000.00€ will be paid monthly, through bank transfer, and will be updated as stipulated by the Foundation for Science and Technology (see here).

**8. Application period:** from 13th of October 2026 to 09th of November 2026 at 23:59 (Lisbon time, Portugal).

**9.Application process and mandatory documents:**

Only complete applications submitted directly and obligatorily on the CCMAR website, https://ccmar.ualg.pt/en/career-opportunities, are accepted and must include the documents below indicated under penalty of exclusion:

1. Copy of the Doctoral Certificate;
2. Detailed Curriculum Vitae (in English);
3. A letter of motivation (in English);
4. Copy of the Driving License;
5. The email contact of up to 3 referees.

**The submission of an application without the documents/information required above determines the immediate rejection of the application.**

**10.Results and Prior Hearing:** Notification of admission and ranking results will be communicated by email to candidates within 90 working days after the deadline for submitting applications. After said notification, the candidates have 10 working days to comment/challenge the preliminary decision.

**11.Selection Committee:**

Professor Doctor Jorge Gonçalves Principal Investigator with Habilitation and Co-Group Leader at CCMAR (president of the jury); Doctor Pedro Guerreiro, Assistant Researcher at CCMAR (full member); Doctor Ana Marçalo, Assistant Researcher at CCMAR (full member); Doctor Mafalda Rangel, Assistant Researcher at CCMAR (full member); Doctor João Saraiva, Assistant Researcher at CCMAR (full member); Doctor Bárbara Horta e Costa, Assistant Researcher at CCMAR (substitute member) ; Doctor Rui Coelho, Researcher at IPMA and CCMAR (substitute member).

**12.Notes:**

Hiring Documents

After the candidate is selected and for the hiring purpose the following documentation/information will be requested:

- Copy of the doctoral degree;
- Declaration of commitment stating the exclusivity regime;
- Declaration of the commitment of honour;
- Civil, fiscal and social security Identification (if applicable);
- Account Number – IBAN;
- Copy of the driving license;
- Ciência ID: https://www.ciencia-id.pt/CienciaID/HomePage.aspx

**13.Fellowship Agreement model:**

After the candidate selection and all information is received, it will be signed a fellowship agreement in accordance with the model here.

**14.Fellowship holder Assessment:**

The activity developed by the fellowship holder will be evaluated by the supervisor, by applying the following criteria, in accordance with the model below:

**Criterion 1**. Execution and quality of experimental and field work (50%).

**Criterion 2.** Execution and quality of scientific production and dissemination (50%).

**15.Supervisor report model:** here.

**16.Fellowship holder report:**

By the end of each fellowship period (if applicable) the fellowship holder must present a report. You can find the fellowship holder final report model here.

**17.Notes:**

17.1 This recruitment procedure aims to award two postdoctoral fellowships to the two highest-ranked candidates on the final ranking list, as approved by the Board of Directors.

17.2 The Jury reserves the right to propose the award of only one of the two fellowships announced in this call, or not to award either fellowship, if no applications are received or if no candidates meet the eligibility requirements and are deemed to have a profile suitable for the duties to be performed, in accordance with the evaluation and selection criteria established in this call for applications.

17.3 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.

17.4 Disabled candidates shall be preferred in a situation of equal ranking, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication / expression means to be used during selection period on their application form, under the regulations above.

17.5 CCMAR encourages applications from individuals with disabilities, including those with a disability degree of ≥ 60%.

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

17.7 CCMAR's non-discrimination and equal access opportunities policy – No candidate can be privileged, benefited, jeopardised or be deprived of any right or exempt of any claim in regards to descendent, age, gender, sexual orientation, marital status, economic situation, origin, social economy, genetic heritage, disability, chronic disease, nationality, ethnicity, territory of origin, language, religion, politics, ideology or union membership.

**Faro, 26th of October 2026**