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## Research Fellowship – 1 Vacancy

**Within the project - SAL+**

**Project Refº: PD25-00024**

**Ref. º: CCMAR/BINCGAL/16/2026**

The Centro de Ciências do Mar do Algarve (CCMAR) opens one (01) Research Fellowship for a person with a Bachelor Degree (Bolsa de Investigação não conducente à obtenção de grau académico para licenciado), eligible for candidates of any nationality, including stateless persons and beneficiaries of political refugee status, in the scientific fields of **Biochemistry, Biotechnology, and Microbiology**, within the scope of the research project with reference No. PD25-00024, entitled **SAL+**: *“Biotechnology applied to the valorisation of traditional salt production (SAL+)”*, funded by Fundación Bancaria Caixa d’Estalvis i Pensions de Barcelona through the Promove programme, under the following conditions:

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

This fellowship is intended for a Bachelor Degree holders that are enrolled in a non-academic degree course, integrated in the educational project of a higher education institution, and developed in association or cooperation with one or more R&D units at the starting date of the fellowship, with the costs associated with the course being covered by the project.

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

The fellow will follow out the following tasks in the context of SAL+ will be developed in Castro Marim, Algarve a NUTSIII region. The hired fellow will develop activities in the context of the fifth planned action that aims to deliver its impact in the medium/long-term. Biotechnology will be used to explore the planktonic and benthic biological systems with a key role in sea salt production and quality and to identify organisms with potential Biotechnology potential to add value to endogenous natural resources. The project will be developed through a collaboration between CCMAR and the Association of salt producers in Castro Marim.

The work the fellow will carry out includes:

#### **1. Biotechnological valorisation of halophytes of the Castro Marim Salinas:**

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The conditions in Salinas are challenging for biological organisms due to the dual challenge of salinity and temperature. Halophytes have acquired a variety of adaptive strategies to survive hypersalinity including the evolution of unique enzymes and other proteins that may have a diversity of biotechnological applications. The present activity will establish the regulatory steps and acquire the licenses required to collect and exploit microorganisms for potential commercial gain from the Salinas.

#### **Objectives:**

1. Use the results of microbiology and biochemical analysis to identify candidate microorganisms of potential biotechnology interest.
2. Characterise promising microorganisms by assessing their physiology and chemodiversity
3. Advance towards pilot activities for selected, promising microorganisms.

#### **Outputs:**

1. A screening platform for moderate throughput analysis of the Biotechnology of isolated microorganisms.
2. Screening of up to 50 microorganisms with molecular identification (e.g., 16S rRNA) identification and phenotype characterisation.
3. Up to 10 candidate microorganisms and ranking for future development.

#### **Other responsibilities of the research fellow:**

The fellow will be involved in the day-to-day running of the CCMAR laboratories assisting in their good functioning through contributing to communal activities such as ordering of materials, storage and maintenance of stores, outreach activity and other activities that may be required in the context of CCMAR. Preparation of reports, abstracts, posters and manuscripts will also be one of the general tasks expected. The fellow will abide by the rules and recommendations established by CCMAR for security and harmony in the workplace.

#### **3. Scientific Supervisor:**

Professor Deborah Power, Full Professor at Algarve University, Project Coordinator and Group Leader at CCMAR.

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#### **4. Workplace:**

The place of work is at CCMAR (Campus de Gambelas, Universidade do Algarve, Faro, Portugal) and other places necessary for the competition of the work plan.

#### **5. Requirements for the application:**

The Candidates must meet the following conditions:

1. A Bachelor's diploma in Biotechnology or related areas;
2. Previous experience in a scientific research laboratory;
3. Demonstrated capacity in marine and environmental microbiology and techniques for the isolation and characterization of marine bacteria;
4. Good knowledge of written and spoken English;
5. Have initiative and motivation to work as part of a team and independently;
6. Speak fluent English and be willing to collaborate in stakeholder engagement.

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

#### **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. General Academic Performance with emphasis given to the BSc (40 %);
2. Demonstrated practical experience in marine and environmental microbiology (30 %);
3. Demonstrated practical experience in microbiology techniques (25 %);
4. Experience in outreach and stakeholder engagement (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 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

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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 06 months, eventually renewed for additional periods, never exceeding a maximum of 12 months, with an expected start date in December 2026. 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 €1090.98 will be paid monthly, through bank transfer, and will be updated as stipulated by the Foundation for Science and Technology (see [here](#)). The costs associated with the enrolment in the non-academic degree course will be covered by the project.

**8. Application period:** from 22<sup>nd</sup> of October of 2026 to 5<sup>th</sup> of November of 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. A letter of motivation (in English);
2. Detailed Curriculum Vitae (in English);
3. Copy of the Bachelor's Degree Certificate;
4. 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.**

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**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 Deborah Power, Full Professor at the University of Algarve (UALG), Project Coordinator and Group Leader at CCMAR (President); Professor João Cardoso, Assistant Professor at the University of Algarve (UALG) and member of CCMAR (member); Professor Diogo Proença, Assistant Professor at the University of Algarve (UALG) (member); Professor Ana Patrícia Mateus, Adjunct Professor at the University of Algarve (UALG) (substitute member); Doctor Rute Martins, Assistant Researcher of CCMAR (substitute member).

**12. Notes:**

**Hiring Documents**

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

- Proof of the enrollment (Certidão de inscrição/matricula) from the Academic Services in a non-academic degree course;
- Copy of the bachelor degree;
- Declaration of commitment stating the exclusivity regime;
- Declaration of honour;
- Civil, fiscal and social security Identification (if applicable);
- Account Number – IBAN;
- Ciência ID: <https://www.ciencia-id.pt/CiencialD/HomePage.aspx>

-A statement from the candidate saying that does not exceed, with the conclusion of the present fellowship contract, an accumulated period of two years in this type of fellowship, consecutive or otherwise.

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### **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:

**Criteria 1** – Results of microbiology and biochemical analysis of 50 microorganisms of potential biotechnology interest from Castro Marim – 40%;

**Criteria 2** – Characterization of at least 10 promising microorganisms by assessing their physiology and chemodiversity – 40%;

**Criteria 3** – Pilot activities for 10 promising microorganisms – 20%.

### **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. Final Information:**

17.1 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.

17.2 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.

17.3 CCMAR encourages applications from individuals with disabilities, including those with a disability degree of  $\geq 60\%$ .

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

17.5 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, 16<sup>th</sup> of October 2026**



**BPI**



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