

**Junior Researcher – in the area of Biological Sciences
(F/M) - 1 Position Available**

Reference: CCMAR/IJ/02/2026

The **Centro de Ciências do Mar do Algarve (CCMAR)** is opening a recruitment and selection process for one position as Junior Researcher (M/F) in the area of Biological Sciences, 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 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 and within the RESTOREKELP: Marine forest restoration in exposed coastal waters, Prémio Fundação Belmiro de Azevedo 2025, 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:

We are searching for a junior researcher to carry out research and development activities activities in restoration of marine habitats, culture and biobank of seaweeds for aquaculture and ecophysiology of photosynthetic organism.

The selected candidate is expected:

- a) to implement large scale projects of restoration of marine seaweeds;
- b) to coordinate a multidisciplinary team in the laboratory, aquaculture facilities and divers.

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 April 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 €2351.53 (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 starts on 10th of February, 2026 and ends on 27th of February, 2026, at 23:59 (Lisbon time, Portugal).

9. Required Profile:

- 9.1) The selected candidate must have completed a PhD in biological sciences or related areas.
- 9.2) Good knowledge of written and spoken English.
- 9.3) Proven experience in technical knowledge and experience in both laboratory and field restoration of marine seaweeds.
- 9.4) Proven experience in ecophysiology of marine photosynthetic organisms.
- 9.5) Diving experience (Dive Master level) in scientific diving and coordination of restoration projects.

10. Selection Panel:

The selection panel consists of:

- 1 - Professor Ester Serrão, Full Professor at the Algarve University and group leader at CCMAR (President);
- 2 - Doctor Gareth Pearson, Principal Researcher at CCMAR and group leader (regular member);
- 3 - Doctor Neusa Martins, Auxiliary Researcher at CCMAR (regular member);
- 4 - Professor Emanuel Gonçalves, Associate Professor at ISPA (regular member);
- 5 - Professor Vanda Brotas, Researcher (and retired Full Professor) at MARE Faculty of Sciences University of Lisbon (regular member);
- 6 - Doctor João Neiva, Assistant Researcher at CCMAR and group leader at CCMAR (Substitute member);
- 7 - Doctor Elena Varela, Teaching fellow at Trinity College Dublin (Substitute 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 production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or 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 (30%)

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 (29%)

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:

$$C = CA*40\% + CB*30\% + CC*29\% + CD*1\%$$

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 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 05 February 2026.

