

Research Technician [M/F] - 2 vacancies

Post Ref.: CCMAR/TSI/05/2026

The Algarve Centre of Marine Sciences (CCMAR) hereby opens two (02) vacancies for a Research Technician (M/F) in the field of Marine Biology/Ecology to meet temporary needs under an uncertain term employment contract, to support the work carried out within the research project with reference no. MPr-2023-12-16551 (ALGARVE-FEDER-00772500), entitled AdaptKelp – “Securing a sustainable future for the aquaculture of *Laminaria ochroleuca*”, funded by the Portuguese Foundation for Science and Technology (FCT), under the following conditions:

1. About CCMAR:

CCMAR (<https://ccmar.ualg.pt/>) is one of the leading marine science research centres in Portugal, 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. Tasks to be performed:

We are looking for a person with a strong interest in seaweed cultivation and climate change adaptation.

Main responsibilities include:

- Characterize microbiome diversity and composition in thermal tolerant and susceptible gametophyte strains and sporophytes;
- Conduct selective breeding to generate progeny expressing desired commercial traits (e.g. high productivity, heat tolerance)
- Perform priming experiments to enhance stress tolerance in *Laminaria ochroleuca*;
- Identify expression quantitative trait loci associated with thermal tolerance and assess their transmission between gametophytes and sporophytes;
- Investigate the inheritance of thermal tolerance, including the effects of inbreeding and outbreeding on offspring performance;
- Assess the bioremediation potential of *L. ochroleuca* in land-based finfish aquaculture systems;
- Develop and optimize a protocol for kelp cryopreservation.

3. Monthly Gross Salary and other benefits: The gross monthly salary will be 1393,88€ 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.

4. Application submission process and documents: Only applications submitted through the CCMAR website will be considered: <https://ccmar.ualg.pt/en/career-opportunities>. Applications are correctly submitted only after the candidate has received a confirmation e-mail from CCMAR. Applications in **English** must include:

1. Motivation letter in English.

2. Detailed CV in English.
3. Copy of the Bachelor's degree certificate.
4. Email contacts of up to three references.

Non-compliance with these documents/information's determines the immediate rejection of the application.

5. Requirements:

1. Bachelor's degree in Marine Biology or related fields;
2. Fluency in English, both written and spoken;
3. Experience in kelp cultivation;
4. Experience in the field of kelp ecology, biology and reproduction;
5. Experience in light microscopy and image analysis techniques (machine learning – FIJI, deep learning).

Non-compliance with these requirements invalidates the application. Provision of false documentation will be punished by law.

The ideal profile would include the following:

Academic Qualifications

1. Bachelor's degree in Marine Biology or related fields;

Experience and Skills

2. Fluency in English, both spoken and written;
3. Experience in algae (kelp) cultivation;
4. Experience in the field of kelp ecology, biology, and reproduction;
5. Experience in optical microscopy and image analysis techniques (machine learning – FIJI, deep learning).
6. Team spirit

6. Working contract conditions: uncertain term employment contract expected to start in June 2026.

7. Working Schedule: 35 hours weekly

8. Working Place: CCMAR, Piscicultura do Vale da Lama (Alvor), the Portuguese coast and international locations, as well as other places required for the performance of duties.

9. Application Period: between the 22th April 2026 and 7th May 2026 at 23:59 (Lisbon time, Portugal).

10. Selection Committee: Doctor Neusa Martins, project coordinator, Auxiliary Researcher and co-Group Leader at CCMAR (Chair of the Jury); Doctor Gareth Pearson, co-Group Leader and Principal Investigator at CCMAR (full member); Doctor Luís Barreto, Junior Researcher at CCMAR (full member); Doctor Aschwin

Engelen, Group Leader and Auxiliary Researcher at CCMAR (substitute member); Doctor João Neiva, Auxiliary Researcher and co-Group Leader at CCMAR (substitute member).

11. Selection Criteria:

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

1. Proven experience in kelp cultivation - 40%
2. Proven experience in the field of kelp ecology, biology and reproduction- 40%
3. Proven experience in light microscopy and image analysis techniques (machine learning – FIJI, deep learning)– 20%

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 eventuality 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 during the contract if they resign, the jury reserves the right, upon convenience and opportunity, to assign the position to the next applicant in accordance with the ranking positions based on the selectable list that can be used up to 12 months of the date of the present announcement.

12. Results: The lists of admitted and excluded candidates, and the final classification list, shall be posted on the CCMAR website at <https://ccmar.uaalg.pt/en/career-opportunities> and all candidates will be notified by email.

13. Prior Hearing and Deadline for the Final Decision:

13.1. After the evaluation of all admitted applications, the selection panel will produce a provisional report detailing the admission, evaluation, and selection process, including a ranked list of candidates with their respective scores and the panel's decision.

13.2. All candidates will be notified by email of the selection panel's provisional decision.

13.3. Under Article 121 of the Administrative Procedure Code, all candidates have 10 working days from the date the notification email is sent to contest the provisional decision.

13.4. The final decision will be validated by the CCMAR Board of Directors and communicated (via email) to all candidates within 90 working days from the application deadline.

14. Final Information:

14.1 Candidates holding degree certificates issued by foreign universities must have their certificates recognized in Portugal at the time of contract signing. Failure to comply will result in exclusion from the process. Information on degree recognition can be obtained from any Portuguese university or [here](#). The

CCMAR Board of Directors reserves the right to extend the above-mentioned period upon the candidate's request, provided it does not negatively impact the execution of the work plan.

14.2. The present recruitment procedure aims to hire two (2) individuals to meet temporary needs, with the positions being filled by the candidates ranked in the first two places on the final ranking list approved by the selection committee.

14.3 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.

14.4 Candidates with disabilities 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.

14.5 CCMAR encourages applications from individuals with an impairment, including impairment degree \geq **60%**.

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

14.7 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.

April 16th 2026