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JUNIOR RESEARCHER (M/F) - 1 VACANCY

Ecology/fisheries biology and/or social sciences

Reference: CCMAR/ID/18/2018

Job summary: The Algarve Centre for Marine Sciences (CCMAR) opens a call for a Junior Researcher (M/F), of any nationality, including stateless candidates under an uncertain term employment contract, under Sistema de Apoio à Investigação Científica e Tecnológica (SAICT) – Call nr 02/SAICT/2017 - Projeto de Investigação Científica e Desenvolvimento Tecnológico (IC&DT), funded by Investment and Structural European Funds (FEEL) - Programa Operacional Regional do Algarve and National Funds (FCT-MEC) under the research project “CLIMFISH: *Análise da vulnerabilidade da pesca costeira às mudanças climáticas na costa Portuguesa*, ref. ALG-01-0145-FEDER-028518”.

Working Plan:

The junior researcher will be responsible for/to:

- Carry out research, publication and support debate around climate change impact in key commercial fish species and fisheries, assess socio-economic impacts and promote adaptation strategies.
- Organize and promote workshops among scientists, fishing producer’s organizations, fishing industry, fishing professionals, managers and fisheries police makers and in-person meetings with multiple stakeholder groups that could be used for fisheries management and conservation under climate change threats.
- Work and help to coordinate the multi-disciplinary team (climate scientists, ecologists, socio-economists, oceanographers) within a good working environment.
- Evaluate the effect of climate change impacts on key fish species (evaluate sensitivity, exposure and adaptability based on species biological and ecological traits) and evaluate climate change effects on fisheries socio-economic related activities (sensitivity, exposure and adaptability of the fishing sector).
- Help investigate and test new approaches, tools and methods to characterize and predict fisheries climate vulnerability and enable climate adaptation at regional scale.
- Participate in developing reports and scientific papers on issues related to climate change vulnerability, impacts and adaptation (using good communication skills and an ability to simplify language for different fisheries stakeholders).
- Help to lead an independent research and to apply to funding.
- Train researchers at the graduate, master and doctoral level.

Regulation

- Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, (RJEC).
- Portuguese Labour Law, approved by Law nr 7/2009, from 12th February in its current form.
- Decree – Law nr 124/99, from 20th April in its current form.
- Regulatory Decree nr 11-A / 2017, of 29th December.



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- Decree – Law nr 29/2001 of 3rd February.
- Portuguese Administrative Procedure Code

Starting Date: The contract is expected to start in March 2019 and will remain only for the necessary execution period of the working plan.

Workplace: the activities will be developed at CCMAR installations (Gambelas Campus of the Algarve University, Portugal) and/or other necessary locations to their execution.

Working Schedule: 35 hours per week.

Monthly Remuneration: Gross monthly Remuneration is 2.128,34€, in accordance with subsection a), section 1, article 15 from Law nr 57/2017, 19th July, and with the remuneration position at initial level predicted in article 2 of Regulatory Decree nr 11-A/2017, of 29th December, correspondent to level 33 at Tabela Remuneratória Única, approved by Order nr 1553-C/2008, 31st December.

Application Period: between 24 of December 2018 and 24 of January 2019.

Mandatory Required Profile:

1. PhD in Natural Sciences, Earth Sciences, Environmental Sciences, Biological Sciences, Social Sciences or related area.
2. Research experience in the climate change field or related area.
3. Specific knowledge in marine environment ecosystems, fisheries activities (including social economic importance) and of the climate effects at fisheries activities.
4. Excellent research capability demonstrated through publications, technical reports and presentations at conferences.
5. Strong teamwork and communication skills.
6. Be a holder of a B category-driving license (with permission to drive in Portugal).
7. Fluent in English language.

Non-compliance with any of these requirements invalidates the application. The decision to exclude the application is communicated to the candidates by electronic mail for hearing with interested parties. Provision of false documentation will be punished by law.

Members of the Jury: in accordance with article 13^o of RJEC the jury is composed of Dr. Francisco Miguel de Sousa Leitão, researcher at CCMAR (President of the jury); Professor Dr. Maria Alexandra Anica Teodósio, researcher at CCMAR, associate Professor with aggregation and Vice Rector at Algarve University (member), and Professor Dr. Paulo José Relvas de Almeida, researcher at CCMAR and Auxiliary Professor at Algarve University (member).

Evaluation and Selection Process:

The evaluation is carried out in two phases, which will result in a final classification between 0 and 100 points. The jury deliberations are made through grounded nominal vote. Abstention is not allowed.

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First phase: Curricular assessment

The selection is made through the evaluation of the motivation letter which will include relevant activities the career development plan and curriculum vitae, which will include the candidate's scientific and professional career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC. The following assessment criteria, and the candidate's ability to perform the duties required, will be considered:

CA) Scientific, technological production, cultural in the last five years, deemed most relevant by the candidate;

CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact;

CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices, developed in the last five years, that the candidate considers more relevant;

CD) Project management activities and programmes of science, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system or higher education in Portugal or abroad developed in the last five years.

The period of five years referred in the evaluation criteria may be increased by the selection panel, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

Second phase: Interview

If the selection panel considers it necessary for the evaluation, the candidates with the highest scores of the curricular assessments will qualify for the second phase, consisting of an individual interview, either face-to-face or through a videoconference. The interview will be weighted, at most, as 10% of the final classification score and will serve the sole purpose of clarifying aspects related to the results of scientific research of the candidates.

Functioning of the Selection Panel

Each member of the selection panel will assess all the admitted candidates in all the factors from CA to CD scoring between 0 and 100, and must present the reasons for the scores given. Abstention is not allowed. A similar procedure will be followed regarding the candidates that are called for the interview. The candidates that are not called for an interview will have 0 points in the second phase.



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The curricular assessment (C) of each candidate is obtained from the sums of the scores of each criteria multiplied by the weights according to the formulation, rounded to the decimal place.

$$C = CA*35 + CB*48 + CC*15 + CD*02$$

The final score (FS) of each candidate is obtained from the sum of the results of the curricular assessment (C) and of the interview (I), if applicable, according to the following formulation, rounded to the units place.

$$FS = C*90 + I*10$$

Each applicant final classification is obtain by the average of the jury scores. In case of a draw the vote of the President of the selection panel decides.

The selection panel will write minutes of the meetings with a description of the evaluation and selection process including an ordered list of candidates, their classification, and the final decision. The CCMAR Board of Directors shall validate the final decision of the selection panel.

In the event that no applicant has the necessary profile, or the funding conditions have significantly changed since the announcement of this position, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not accept the position or resigns during the contract, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions, through a judgment of convenience and opportunity.

Application submission process and documents: Applications should be submitted via the CCMAR website <https://www.ccmар.ualg.pt/list/job> (only applications submitted through the CCMAR website will be considered). You should consider your application as correctly submitted only after receiving a confirmation e-mail from CCMAR. Applications (in English or Portuguese) should include a Motivation Letter (including a personal assessment of the relevance of the activities of the last five years for the present competition, highlighting the chosen scientific publications and career plan); copy of the candidate's Ph.D. certificate; a detailed CV (in accordance with the requirements and selection criteria of the application); digital copies (e.g PDFs) of up to 3 relevant publications; other documents deemed as relevant for the application, and the email contacts of up to 3 referees.

Results: Both admitted and excluded candidates list and final classification list shall be posted at CCMAR (Universidade do Algarve, edf. 7), at CCMAR website at <https://www.ccmар.ualg.pt/list/job-closed> and all candidates will be notified by email.

Preliminary Hearing and Final Decision Deadline: All candidates will be notified by email of the results. After notified, all candidates have 10 working days to respond. The commission final decisions are pronounced within a maximum period of 90 days, from application deadline.



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Pursuant to Decree-Law nr 29/2001 of 3rd February, disabled candidates shall be preferred in a situation of equal classification, 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.

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, 19 th December 2018

