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| Job offer



JOB

PORTUGAL

[Instituto Português do Mar e da Atmosfera, I.P.](#)

| Posted on: 13 August 2025

Opening of an international competition for the selection of a position for an Assistant Researcher for the Olhão Pilot Fish Farming Station (EPPO) - Profile 1

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Job Information

Organisation/Company	Instituto Português do Mar e da Atmosfera, I.P.
Research Field	Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	24 Sep 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

1 — Opening of an international competition for the selection of a position for an Assistant Researcher for the Olhão Pilot Fish Farming Station (EPPO).

2 — Description of the Offer

Under the terms of paragraph 5 of Decree-Law No. 57/2016, of August 29, in its current wording, and following the authorization of the Secretary of State for Fisheries and the Secretary of State for the Sea by order of December 19, 2024, the Board of Directors decided, in a meeting on December 30, 2024, to appoint the jury, with its composition duly published in the Diário de República, through Resolution No. 285/2025, 2nd Series No. 42, of February 28, and consequently opening this competitive process.

3 — Functional Content

The assistant researcher is responsible for regularly carrying out research and development activities and all other scientific and technical activities within the missions of their respective institutions, as well as:

- a) designing, developing, and executing applied research projects in marine aquaculture, focusing on the development, optimization, and application of molecular and genetic methodologies in marine species, including the diagnosis of marine organism pathologies, innovation in production systems, physiology, animal welfare, and sustainability;
- b) designing, implementing, and monitoring experimental trials in a marine aquaculture environment, including experimental design, protocol definition, data collection, analysis, and interpretation;

- c) actively participating in the submission, execution, and coordination of national and international research and innovation projects in the areas of aquaculture, biotechnology, and animal breeding;
- d) providing technical and scientific supervision of multidisciplinary teams, doctoral students, master's students, technicians, fellows, interns, and others;
- e) collaboration in the institutional and scientific management of the Olhão Pilot Fish Farming Station and with IPMA's technical-operational units to submit contributions to strategic plans, technical reports, audits, and other projects;
- f) strengthening partnerships with academic institutions, research centers, and companies in the aquaculture sector, with a view to transferring knowledge, enhancing R&D results, and promoting innovation in the sector;
- g) scientific and technical production and dissemination, through the publication of scientific articles in indexed journals, conference papers, and the organization of technical and scientific events;
- h) management, maintenance, and optimization of the EPPO Molecular Biology and Genetics Laboratory, ensuring its efficient and safe use, as well as compliance with applicable ethical and legal standards;

4 — Recipient Profile/Category: PhDs in Biomedical Sciences, Biochemistry, or related fields for the Assistant Researcher category

5 — Scientific Area: Aquaculture, subfield of molecular biology, cell biology, biochemistry.

6 — Contract Type: Public service employment contract for an indefinite period

7 — Application Deadline: 30 business days after publication in the Diário de República

8 — Application Formalization:

8.1 — By means of a request addressed to the President of the Selection Committee, which must include the identification of the selection process for which the application is being submitted (e.g., Public Notice No.); identification of the candidate (name, date of birth, nationality, Citizen Card number, tax identification number, address, telephone number, and email address); Academic qualifications, clearly indicating the reference to the competition/scientific area to which the candidate is applying, accompanied by the following documents:

8.2 — Detailed curriculum vitae containing all relevant information for evaluating the application, taking into account the evaluation aspects set forth in item 14 of this announcement, and organized in accordance with the evaluation criteria set forth in item 14;

8.3 — Documents proving academic and professional qualifications.

8.4 — All publications of which the candidate is the author or co-author, referred to in the curriculum vitae, must expressly indicate the Digital Object Identifier (DOI). The candidate must also indicate their "author identifier" from ISI Web of Science and/or SCOPUS. 8.5 — Document indicating and justifying the selection of up to 10 works or activities considered most relevant to the scientific field mentioned in the competition announcement, across all aspects of the curriculum evaluation.

8.6 — Applications must be sent by email to the following address: candidaturas@ipma.pt.

9 — Workplace

Research activities will be carried out at the IPMA, I.P. headquarters facilities and potentially throughout the country, without prejudice to the possibility of also being carried out in other organizational units and during temporary trips within the country or abroad.

10 — Candidate Profile

10.1 — General Requirements — as set forth in Article 17 of the LTFP;

11 — Base Salary

Candidates' base salary is the statutory salary, based on the Public Administration's Single Salary Table (TRU) for the first step of the respective Scientific Research career category.

12 — Admission of Applications

12.1 — The jury has the right to request from the agency or service where the candidate has held or currently holds office, or from the candidate themselves, any professional and/or qualification information they deem relevant.

13 — Jury

President: José Ângelo Guerreiro da Silva, President of the Board of Directors of IPMA, I.P.

Members:

Pedro Marques Pousão Ferreira, Principal Investigator at IPMA, I.P.; Aires Manuel Pereira de Oliva Teles, Full Professor at the University of Porto; Maria Leonor Quintas Cancela da Fonseca, Full Professor at the University of Algarve; Luís Filipe Castanheira Narciso, Associate Professor at the Faculty of Sciences of the University of Lisbon.

14 — Selection Method(s) and Criteria

In accordance with Article 11, § 2, of Decree-Law No. 124/99, the selection process consists of evaluating the candidates' curriculum vitae and their scientific work. 14.1 — Candidates holding a doctorate in Biomedical Sciences, subareas of molecular biology, cellular biology, or biochemistry, and who meet three of the following four conditions for the disciplinary area in which the competition is open, will be admitted on absolute merit:

14.1.1 — Authors or co-authors of a volume of articles or reviews published in the last 10 years in journals indexed in ISI Web of Science or SCOPUS, corresponding to an annual average greater than or equal to 1.

14.1.2. Have an h-index equal to or greater than 7 and a number of citations in ISI Web of Science or SCOPUS greater than 7.

14.1.3 — Leadership or co-leadership, in the last 10 years, of teams participating in at least one national or international competitive funding project, either as principal investigator or as manager of work packages or tasks/activities only in the case of international projects, related to marine aquaculture.

14.1.4 — Development of new technical-scientific products in the form of experimental and operational protocols applied to marine aquaculture, with relevance to the IPMA's attributions and potential impact on the sector's economic activity, demonstrated by their formal registration through publication in peer-reviewed scientific journals.

14.2 — Assessment of Relative Merit:

The following parameters are considered in the relative merit assessment criteria:

a) Publications and communications in the scientific area of the competition, since January 1, 2014 (Pub.), with a weighting of 30%;

b) Experience in R&D applied to marine aquaculture (Exp.), especially in conducting tests with marine fish and applying molecular techniques, with a weighting of 20%;

c) Coordination, co-coordination, and participation in research projects, since January 1, 2014 (Proj.), with a weighting of 20%;

d) Relevant participation in technical-scientific organizations and collaborative networks (Org.), with a weighting of 10%;

e) Exercise of management/coordination activities for 2 or more years (Ges.), with a weighting of 10%; f) Participation in committees, provision of relevant services to the community, or training and dissemination activities of a technical or scientific nature, including advanced training guidance, in the field, in the last 5 years (Comm.), with a weighting of 10%.

15 — Classification System

15.1 — Under paragraphs 1 and 2 of article 27 of Decree-Law No. 124/99, the absolute merit of candidates is expressed by the formula: Rejected or Approved. If there is more than one candidate for the same vacancy, the jury will first vote on the absolute merit of each candidate and then rank them based on relative merit.

15.2 — Approval of candidates based on absolute merit will depend on meeting the requirements mentioned in item 14.1 above and on the jury's assessment of the provided curriculum vitae. 15.3 — A candidate who is approved by an absolute majority of the voting jury members will be considered approved on absolute merit.

15.4 — Regarding relative merit, each jury member performs their own evaluation exercise, scoring each candidate in relation to each parameter, on a scale of 0 to 100 points.

15.5 — The Final Result (FR) of each candidate's evaluation by each panel member is calculated using the formula for weighting the various parameters:

$$FR = 0.30 \cdot \text{Pub.} + 0.20 \cdot \text{Exp.} + 0.20 \cdot \text{Proj.} + 0.10 \cdot \text{Org.} + 0.10 \cdot \text{Ges.} + 0.10 \cdot \text{Com}$$

16 — The list of admitted and excluded candidates and the final results of the selection processes, after approval, will be notified to the candidates and published in the Recruitment section of the IPMA, I.P. website.

17 — A hearing of interested parties will be held, in accordance with the Code of Administrative Procedure, after the application of the selection methods and before the final decision is rendered. Excluded candidates will be notified preferably by email. 18 — The jury minutes are provided to candidates upon request by email to recursos.humanos@ipma.pt.

19 — Other Information Applicable Law:

This competition is governed by the provisions of Decree-Law No. 124/99 of April 20.

In compliance with paragraph h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities in access to employment and professional advancement, scrupulously ensuring that all forms of discrimination are avoided.

Under Article 3.3 of Decree-Law No. 29/2001 of February 3, candidates with disabilities are given preference in the event of equal classification, which prevails over any other legal preference.

20 — Publication

This announcement was approved by the competition committee, sent for publication in the Diário de República of the Union, and posted on the IPMA, I.P. website.

Board Member Telmo Jorge Alves de Carvalho

Where to apply

E-mail	candidaturas@ipma.pt
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Requirements

Research Field	Other
Education Level	PhD or equivalent

Additional Information

Work Location(s)

Number of offers available	1
Company/Institute	Instituto Português do Mar e da Atmosfera, I.P.
Country	Portugal
Geofield	

Contact

City	lisboa
Website	https://www.ipma.pt/pt/index.html
Street	Rua C do Aeroporto
Postal Code	1749-077

Apply now [✉ \(mailto:candidaturas@ipma.pt?subject=Opening_of_an_international_competition_for_the_selection_of_a_position_for_an_Assistant_Researcher_for_the_Olhão_Pilot_Fish_Farming_Station_\(EPPO\)_- Profile 1\)](mailto:candidaturas@ipma.pt?subject=Opening_of_an_international_competition_for_the_selection_of_a_position_for_an_Assistant_Researcher_for_the_Olhão_Pilot_Fish_Farming_Station_(EPPO)_-_Profile_1)

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