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## **Job offer**



JOB

PORTUGAL

Opening of an international competition for the selection of an Assistant Researcher position for the Fisheries Resource Modeling and Management Division (DivRP) - Profile 2

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17 Nov 2025

Job Information

Organisation/Company	Instituto Português do Mar e da Atmosfera, I.P.
Research Field	Biological sciences » Biology
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	2 Jan 2026 - 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

Opening of an international competition for the selection of an Assistant Researcher position for the Fisheries Resource Modeling and Management Division (DivRP)

1 — Opening of an international competition for the selection of a job position for Assistant Researcher for DivRP.

2 — Job Description

In accordance with the provisions of paragraph 5 of Decree-Law No. 57/2016, of August 29, as amended, 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 resolved, at its meeting of December 30, 2024, to appoint the jury, with its composition duly published in the Diário da República, through Resolution No. 285/2025, 2nd Series No. 42 of February 28, and the consequent opening of this competitive procedure.

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, and also:

- a) Participating in the conception, development, and execution of research and development projects and related scientific and technical activities;
- b) Developing explanatory and predictive spatio-temporal indicators and models of the abundance distribution of commercial species, identifying the environmental, oceanographic, and fishing parameters that influence this distribution, the fishing effort of the small-scale fishing fleet, and the effect of fishing on biodiversity;
- c) Evaluating how geographical differences are reflected in the shape of invertebrate species, using geometric morphometric techniques;
- d) Collaborating in the development and management of training actions, scientific events (national and international), and activities for presenting and disseminating results within the scope of the institution's scientific and technical activities;
- e) Representing the institution in national and international Scientific Committees.
- f) Collaborate in coordinating the team of interns, research fellows, and technicians in order to optimize the operational tasks of scientific and technical activities.

4 — Profile of recipients/Category: PhDs in Marine Biology and related fields for the Assistant Researcher category

5 — Scientific area: Marine Biology and Marine Ecology

6 — Type of Contract: Permanent public service employment contract

7 — Application deadline: 30 working days after publication in the Diário da República

8 — Formalization of applications:

8.1 — Through a request addressed to the President of the Jury of the competition, which must include the identification of the competition subject to registration (e.g., Notice no.); identification of the candidate (name, date of birth, nationality, Citizen Card number, tax identification number, residence, telephone and email address); Academic qualifications, with unequivocal indication of 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 information relevant to the evaluation of the application, taking into account the evaluation aspects listed in item 14 of this notice, and must be organized according to the evaluation criteria specified in item 14;

8.3 — Supporting documents for 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 "authorized identifier" in SCOPUS.

8.5 — Document indicating and justifying the selection of up to 10 works or activities that are considered most relevant to the scientific area mentioned in the competition's opening notice, within the set of aspects of the curriculum evaluation.

8.6 — Applications should be sent by email to the following address: [candidaturas@ipma.pt](mailto:candidaturas@ipma.pt).

9 — Workplace

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

10 — Candidate profile

10.1 — General requirements — those stipulated in article 17 of the LTFP;

11 — Base remuneration

The base remuneration for candidates is the legally mandated remuneration based on the Single Remuneration Table (TRU) of the Public Administration for the first level of the respective category of the Scientific Research career.

12 — Admission of applications

12.1 — The jury has the right to request from the body or service where the candidate has performed or performs functions, or from the candidate themselves, the professional and/or qualification information that it considers relevant.

13 — Jury

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

Members: Miguel José Baptista Gaspar, Coordinating Researcher of IPMA, I.P.; Maria Margarida Miranda De Castro, Retired Associate Professor with Habilitation from the Department of Biological Sciences and Bioengineering at the Faculty of Sciences and Technology of the University of Algarve; Joana Isabel Espírito Santo Robalo, Full Professor at the University Institute of Psychological, Social and Life Sciences; Jorge Manuel dos Santos Gonçalves, Principal Investigator at CCMAR.

14 — Selection method(s) and criteria

According to § 2 of article 11 of Decree-Law No. 124/99, the competition consists of the evaluation of the candidates' curriculum vitae and their scientific work.

14.1 — Candidates who demonstrate the following three conditions will be admitted on absolute merit, for the disciplinary area in which the competition is open:

14.1.1 — Being authors or co-authors of articles published in the last 10 years in journals indexed in SCOPUS, corresponding to an annual average greater than or equal to 2. Books or book chapters that are considered relevant to the disciplinary area in which this competition is open may be considered.

14.1.2 — 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 a "workpackage" manager only in the case of international projects.

14.1.3 — Having developed explanatory and predictive spatio-temporal indicators and models of the distribution of the abundance of commercial species and the fishing effort of the local fleet, based on spatial data.

14.2 — Evaluation of relative merit:

The following parameters are considered in the criteria for evaluating relative merit:

- a) Publications in the scientific areas of the competition, in the last 10 years (Pub.), with a weighting of 25%;
- b) Coordination and participation in research projects in the scientific areas of the competition in the last 10 years (Proj.), with a weighting of 20%;
- c) Development of research work in accordance with item 14.1.3 of this notice (Inv.), in the last 10 years, with a weighting of 35%;
- d) Relevant participation in international technical-scientific organizations (Org.) in the scientific areas of the competition, with a weighting of 10%;
- e) Participation in committees, provision of relevant services to the community or training actions of a technical or scientific nature, including the supervision of advanced training, in the last 5 years (Com.), with a weighting of 10%.

## 15 — Classification system

15.1 — In accordance with paragraphs 1 and 2 of article 27 of Decree-Law No. 124/99, the absolute merit of the candidates is expressed by the formula Rejected or Approved. In the case of more than one candidate for the same vacancy, the jury first votes on the absolute merit of each candidate and then classifies them on relative merit.

15.2 — The approval of candidates on absolute merit will depend on the verification of the requirements mentioned in item 14.1 above and the jury's assessment of the curricular information provided.

15.3 — A candidate is considered approved on absolute merit if approved by an absolute majority of the voting jury members. 15.4 — Regarding relative merit, each jury member performs their evaluation, scoring each candidate in relation to each parameter, on a scale of 0 to 100 points.

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

$$RF = 0.25 * Pub. + 0.20 * Proj. + 0.35 * Inv + 0.10 * Org. + 0.10 *$$

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

17 — There will be a hearing of interested parties, in accordance with the Administrative Procedure Code, after the application of the selection methods and before the final decision is made. Excluded candidates will preferably be notified by email.

18 — The jury's minutes are provided to candidates, whenever requested, by email to [recursos.humanos@ipma.pt](mailto:recursos.humanos@ipma.pt).

19 — Other information Applicable legislation:

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

In compliance with point 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.

In accordance with article 3, paragraph 3 of Decree-Law no. 29/2001, of February 3, the candidate with a disability has preference in the event of equal ranking, which prevails over any other legal preference.

## 20 — Publication

This notice was approved by the competition committee, sent for publication in the Diário da República of the Union and published on the IPMA, I.P. website.

The Member of the Board of Directors, Telmo Jorge Alves de Carvalho

## Where to apply

E-mail [candidaturas@ipma.pt](mailto:candidaturas@ipma.pt)

## Requirements

Research Field Biological sciences » Biology

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	<a href="https://www.ipma.pt/pt/index.html">https://www.ipma.pt/pt/index.html</a>
Street	Rua C do Aeroporto
Postal Code	1749-077

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