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## **Job offer**



JOB

PORTUGAL

Opening of an international selection process for up to fifteen Assistant Researcher positions for the integration of senior PhD technicians

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27 Nov 2025

Job Information

Organisation/Company	Instituto Português do Mar e da Atmosfera, I.P.
Research Field	Other
Researcher Profile	First Stage Researcher (R1)
Positions	PhD Positions
Country	Portugal
Application Deadline	14 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
Reference Number	EMFAF
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

1 — Opening of an international selection process for up to fifteen Assistant Researcher positions for the integration of senior PhD technicians.

2 — Description of the Offer

In accordance with Decree No. 485-A/2025/2, of August 28, which regulates the procedures relating to the integration of senior PhD technicians into the special scientific research career, under the terms of the Transitional Regime of the scientific research career, contained in Annex III to Law No. 55/2025, of April 28.

3 — Functional Content

As defined for the category of Assistant Researcher, as described in Article 5 of Law No. 55/2025, of April 28.

4 — Recipient Profile/Category: Senior PhD technicians belonging to the Staff Chart of the Portuguese Institute of the Sea and the Atmosphere, with a favorable opinion issued by the Independent Commission appointed under the terms and for the purposes defined in Ministerial Order No. 485-A/2025/2, of August 28.

5 — Scientific Areas:

- i. Ocean Environmental Monitoring;
- ii. Biotechnology, Genetics, Aquaculture and Marine Resources;
- iii. Marine Georesources;
- iv. Meteorological Forecasting and Monitoring, and Geophysical Monitoring;
- v. Climate Analysis and Climate Change.

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 Jury President of the competition, which must include the identification of the competition to which the application refers (e.g., Notice No. and Ref.); identification of the candidate (name, date of birth, nationality, Citizen Card number, tax identification number, residence, telephone number 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 relevant information for the evaluation of the application, taking into account the evaluation aspects listed in item 14.1 of this notice, and which must be organized according to the evaluation criteria specified in item 14.1;

8.3 — Supporting documents for academic and professional qualifications.

8.4 — All publications of which the candidate is the author or co-author, mentioned in the curriculum vitae, must expressly indicate the Digital Object Identifier (DOI). The candidate must also indicate their “author identifier” (SCOPUS, ORCID or CIÊNCIAVITAE).

8.5 — 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 IPMA, I.P. facilities throughout the national territory, 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 — those stipulated in Article 17 of the LTFP (Law on the Legal Regime of Public Employment) and a favorable opinion issued by the Independent Commission appointed under the terms and for the purposes defined in Ordinance No. 485-A/2025/2, of August 28.

## 11 — Base Remuneration

The base remuneration of the 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:

Isabel Alexandra Martinho Franco Trigo, Coordinating Researcher at the Portuguese Institute of the Sea and the Atmosphere, I.P.;

Pedro Miguel Alfaia Barcia Ré, Full Professor at the University of Lisbon;

Maria João da Anunciação Franco Bebianno, Retired Full Professor at the University of Algarve;

Luís Filipe Fuentefria de Menezes Pinheiro, Associate Professor at the University of Aveiro.

## 14 — Selection Method(s) and Criteria

In accordance with Article 9 of Law No. 55/2025 of April 28 and Article 7 of Ordinance No. 485-A/2025/2, of August 28.

14.1. The recruitment processes for researchers aim to evaluate the scientific capacity and merit of candidates in the different aspects that comprise the set of functions to be performed, and should consider:

- a) The scientific and professional trajectory, especially the professional research experience in the scientific area or areas of the competition;
- b) The quality and relevance of scientific production;
- c) Contributions to science, the scientific community and society, in particular:
  - i) The generation of new ideas, tools, methodologies and knowledge;
  - ii) The training and development of careers and the creation of teams, as well as involvement in networks and partnerships, both national and international;
  - iii) The capacity to raise funds within the scope of competitive programs and projects, both national and international;
- iv) Pedagogical experience, when applicable;
- v) The scientific supervision of internships and undergraduate projects, master's dissertations and doctoral theses integrated into the respective areas of specialization, when applicable;
- vi) The social, cultural and economic impact of the scientific activity developed; vii) The application, valorization, and transfer of knowledge, including in the technological dimension, when applicable;
- viii) The transfer and dissemination of knowledge;
- ix) The organizational and program management of science, technology, and innovation.

14.2 — Candidates holding a doctorate in the scientific area of the reference to which they are applying and a favorable opinion from the Independent Commission appointed for IPMA, I.P., will be admitted on absolute merit;

## 15 — Scientific Merit Classification System:

### 15.1 —

- a) Scientific and professional career path, especially professional research experience in the scientific area(s) of the competition; (PCF) 10%
- b) Quality and relevance of scientific production; (QPC) 10%
- c) Contributions to science, the scientific community and society (CCCS), in particular:
  - i) Generation of new ideas, tools, methodologies and knowledge; 10%
  - ii) Training and career development and the creation of teams, as well as involvement in networks and partnerships, both national and international; 10%

- iii) Ability to raise funds within the scope of competitive programs and projects, both national and international; 10%
- iv) Pedagogical experience, when applicable; 10%
- v) Scientific supervision of internships and undergraduate projects, master's dissertations and doctoral theses integrated into the respective areas of specialization, when applicable; 10%
- vi) The social, cultural, and economic impact of the scientific activity developed; 10%
- vii) The application, valorization, and transfer of knowledge, including in the technological dimension, when applicable; 10%
- viii) The transfer and dissemination of knowledge; 5%
- ix) Organizational and program management of science, technology, and innovation. 5%

15.2 — A candidate is considered approved on absolute merit if approved by an absolute majority of the voting jury members.

15.3 — Regarding scientific merit, each jury member performs their evaluative exercise, scoring each candidate in relation to each parameter, on a scale of 0 to 100 points.

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

RF =  
 $PCF*10\%+QPC*10\%+CCCSi*10\%+CCCSii*10\%+CCCSiii*10\%+CCCSiv*10\%+CCCSv*10\%+CCCSvi*10\%+CCCSvii*10\%+CCCSviii*5\%+CCCSix*5\%$

16 — The list of admitted and excluded candidates and the final result 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. Candidates who are excluded will be notified preferably 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 — Publication

This notice was validated by the Independent Commission under the terms of § 1 of article 7 of Ordinance No. 485-A/2025/2, of August 28, and approved by the competition committee, sent for publication in the Diário da República of the Union and disseminated 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 Other

Education Level PhD or equivalent

### Specific Requirements

PhD technicians belonging to the Staff Chart of the Portuguese Institute of the Sea and the Atmosphere, with a favorable opinion issued by the Independent Commission appointed under the terms and for the purposes defined in Ministerial Order No. 485-A/2025/2, of August 28

## Additional Information

### Work Location(s)

Number of offers available 15

Company/Institute Instituto Português do Mar e da Atmosfera, I.P.

Country Portugal

Geofield

## Contact

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

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