

## **JOB OFFER - S<sup>2</sup>AQUAcoLAB**

### ORGANISATION/COMPANY

S<sup>2</sup>AQUA - Laboratório Colaborativo em Aquacultura Sustentável e Inteligente

### RESEARCH FIELD

Biology > Marine Biology

### RESEARCHER PROFILE

Biologist

### APPLICATION DEADLINE

19/11/2021 11pm - Europe/London

### LOCATION

Portugal > Olhão

### TYPE OF CONTRACT

Temporary

### JOB STATUS

Full-time

### HOURS PER WEEK

40

### OFFER STARTING DATE

01/01/2022

REFERENCE NUMBER

S<sup>2</sup>AQUAcoLAB/Ref\_7/2021

OFFER DESCRIPTION

ANNOUNCEMENT

RESEARCHER (M / F) - 1 VACANCY

Biologist (PhD)

REFERENCE: S<sup>2</sup>AQUAcoLAB/Ref\_7/2021

Laboratório Colaborativo em Aquacultura Sustentável e Inteligente (hereinafter referred to S<sup>2</sup>AQUAcoLAB) opens recruitment and selection competition for 1 Biologist (M/F) vacancy for citizens of any nationality including stateless persons under a certain term contract to carry out work in aquaculture pathology.

Vacancy purpose:

To satisfy temporary needs under a certain term employment contract in order to support the work carried out in the context of aquaculture pathology.

Tasks:

1. Management and coordination of fish pathological trials;
2. Evaluation of marine organisms welfare in production systems (general behavior, stress and other physiological markers);
3. Development, optimization and analyses of microbiome in several contexts;
4. Development, optimization and analyses of immunological indicators;
5. Produce, validate and analyse data, including coordination and participation in biological samples;

6. Supervision and coordination of students;
7. Writing and coordination of scientific projects;
8. Participation in the dissemination and communication of results.

Profile required:

1. Holds a PhD degree in Marine Biology, Life Sciences, Biology or other related fields;
2. Knowledge in aquaculture;
3. Experience in marine fish pathology;
4. Experience in marine fish welfare and immunology;
4. Experience in microbiome analysis;
5. Animal welfare certification (preferential)
6. Experience in realization of project reports and scientific articles;
7. English fluency (both written and spoken).

Failure to meet these requirements determines the rejection of the application. The decision not to be admitted shall be notified to the candidates by e-mail for the purposes of the hearing of the interested parties. False statements made by applicants will be punished under the law.

Other Preferred Requirements:

1. Be strongly motivated, demonstrate autonomy and the ability to propose new approaches;
2. Experience in the development and / or execution of national and international research projects
3. Participation in research projects with both, research institutes and industry partners.

Governing Law:

- Decree - Law No. 57/2016, of August 29, amended by Law No. 57/2017, of July 19 (RJEC).

- Labour Code, approved by Law No. 7/2009 of 12 February, and its successive amendments.
- Regulatory Decree No. 11-A / 2017, of December 29th.
- Decree-Law No. 124/99, of April 20, and its successive amendments.
- Decree-Law No. 29/2001, of 3 February.
- Code of Administrative Procedure.

#### Starting Date

The contract is scheduled to start in January 1<sup>st</sup> 2022 and will last for 24 months.

#### Workplace

The activities will be carried out at S<sup>2</sup>AQUAcoLAB headquarters, as well as at other locations to be indicated by the Executive Committee, to fulfil the tasks to be performed.

#### Work schedule

40 hours a week.

#### Application Period

The application period starts on November 4<sup>th</sup> 2021 and ends on November 19<sup>th</sup> 2021.

#### Juri

In accordance with article 13 of the RJEC, the competition Jury is composed of Pedro Marques Pousão-Ferreira, Researcher at EPPO / IPMA and Director at S<sup>2</sup>AQUAcoLAB (Chairman); Florbela Soares, Researcher at EPPO / IPMA and João Saraiva, researcher at CCMAR.

## Evaluation and Selection Process

The evaluation is carried out in two stages, which result in a final classification from 0 to 100 points.

The deliberations of the Jury are taken by reasoned roll call and abstentions are not allowed.

### Stage One: Curriculum Evaluation

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

CA) Scientific and technological production of the last five years considered most relevant by the candidate;

CB) Applied or practice-based research activities in an academic and industrial environment, developed over the past five years and considered of greatest impact by the applicant.

CC) Activities of knowledge extension and dissemination in the academic and / or business environment in the last five years, namely in the context of the promotion of knowledge and scientific practices, considered most relevant by the candidate.

CD) Project management, collaborators, technology and innovation activities in academic and / or business environment.

The period of five years referred to in the evaluation criteria may be extended by the Juri at the request of the applicant, on grounds of suspension of scientific activity for socially protected reasons, on grounds of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

## Stage Two: Interview

If the Jury deems it necessary for the evaluation, the best ranked candidates for the curriculum evaluation will proceed to the second phase, which will consist of an individual interview, either in person or via videoconference. The interview will have a maximum weight of 10% of the final grade and will only serve to clarify aspects related to the research results of the candidates.

## Jury Procedure

Each jury member will evaluate candidates on all CA to CD factors between 0 and 100 points and indicating the reasons for the points awarded. Abstentions are not allowed. A similar procedure will be followed for applicants who are invited to the interview. Candidates who are not called for the interview will have 0 points in the second evaluation phase.

The curricular evaluation (C) of each candidate is obtained according to the sum of the scores of each criterion multiplied by the respective weights according to the following formula rounded to one decimal place.

$$C = CA*35 + CB*40 + CC*10 + CD*15$$

The final score (FS) of each candidate is obtained by summing the scores of the curriculum evaluation (C) and interview (I), if applicable, according to the following formulation, rounded to the units.

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

Each candidate's final score is obtained by averaging the scores of the jury members. In case of a tie applying the previous criteria, the decision to break will be up to the president of the jury.

The jury will write minutes of the meetings describing the evaluation process and selection process including an ordered list of candidates for their score and the final decision. S<sup>2</sup>AQUAcoLAB Board of Directors will validate the jury's final decision.

In the event that the candidates do not have the appropriate profile for the proposed duties, or the financing conditions change significantly after the publication of this notice, the jury reserves the right to terminate the competition without any recruitment. In the event that the selected candidate does not accept the post, or terminates the employment contract, the jury reserves the right to assign a post to the next candidate in the order of final grade, upon judgement of convenience and timeliness.

#### Application Process and Submission:

Only applications submitted directly and necessarily by email to [s2aquacolab@sapo.pt](mailto:s2aquacolab@sapo.pt) are accepted. Receipt of applications is considered valid only upon receipt of confirmation by email from S<sup>2</sup>AQUAcoLAB. The application in (English or Portuguese) must include a Motivation Letter (with a personal assessment of the suitability of the activities of the last 5 years to the present competition, highlighting the publications chosen and considered most relevant, and career plan), detailed Curriculum Vitae according to the requirements and selection criteria of the competition, digital copies (e.g. PDF) of up to 3 publications considered by the applicant as most relevant; copy of PhD certificate; indication of up to 3 references and their contact by email; other documents which the applicant considers to be important for this competition.

#### Results

The list of admitted and excluded candidates and the final ranking list are posted on the S<sup>2</sup>AQUAcoLAB Headquarters and in the website <https://www.ipma.pt/pt/pescas/eppo/colab>. The candidates are notified by email.

#### Prior Hearing and Deadline for Final Decision

Under Article 121 of the Administrative Procedure Code, after notified, candidates have 10 days to comment. Within 90 days from the deadline for the submission of applications, the final decisions of the Jury are issued.

The candidate with disabilities has a preference in equal ranking, which prevails over any other legal preference. Applicants must declare in the application, on their honour, their degree of disability, the type of disability and the means of communication / expression to be used in the selection process, in accordance with the above-mentioned diploma.

#### Non-Discrimination and Equal Access Policy

No candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty on the grounds, in particular, of descent, age, gender, sexual orientation, marital status, family status, economic situation, social origin or condition, genetic heritage, disability, chronic illness, nationality, ethnicity, territory of origin, language, religion, political or ideological beliefs and trade union membership.

The members of the Jury approved this announcement on November 3th 2021.

#### More Information

Work location(s): 1 position(s) available at S<sup>2</sup>AQUAcoLAB, IPMA / EPPO, Av. do Parque Natural da Ria Formosa s/n, 8700-194 Olhão, Portugal.