

SELECTION PROCEDURE FOR THE CONTRACTING OF A SUPERIOR TECHNICIAN (1 vacancy)

Reference: 2025_036_TS_InsectEra

A competition is open for the attribution of one work contract for a technician within the scope of the Mobilizing Agenda for Business Innovation, Project N.º. C644917393-00000032, known as the “InsectERA – A ERA da indústria dos insetos”, resulting from the submission of the application to Notice N.º. 02/C05-i01/2022, within the scope of the Recovery and Resilience Plan (PRR), at the Research Unit - Interdisciplinary Research Centre Marine and Environmental, for the exercise of activities in the WP OneHealth, according to the following conditions:

- 1. Scientific area:** Laboratory Biomedical Sciences, Pathological Anatomy, Biological Sciences or related fields.
- 2. General admission requirements:** Any national, foreign, or stateless candidate(s) who hold a degree or integrated master's in laboratory biomedical sciences, Pathological Anatomy, Biological Sciences or related fields.

Academic degrees awarded by a foreign higher education institution must comply with the provisions of Decree-Law no. 66/2018 of 16th August, which approves the legal regime of recognition of academic degrees and diplomas of Higher Education, attributed by foreign higher education institutions, being any formalities established therein fulfilled only by the date of the contracting act.

- 3. Specific admission requirements:** Candidates must have previous skills and experience in at least 5 of the following points:

- a) Proven technical knowledge in Histology and Digital Pathology.
- b) Professional experience in histological processing of different biological tissues, using Microtomy and Cryotomy.
- c) Knowledge and practical experience in histochemical and immunohistochemical techniques, including immune cell labeling and detection of specific proteins (e.g., mucins), using detection methods such as HRP-DAB.

- d) Experience in histomorphometric analysis and image processing, using software such as ImageJ/Fiji, QuPath, cellSens, Imaris, or equivalents, for acquisition, quantification, and interpretation of histological images.
- e) Ability to independently perform histochemical and immunohistochemical staining techniques, including Alcian-Blue PAS, Giemsa, May-Grunwald-Giemsa, and Oil Red O, among others.
- f) Knowledge of AI-based platforms and machine learning tools for image classification and analysis (e.g. TensorFlow, PyTorch, or equivalents).
- g) Participation in scientific projects.
- h) Proven proficiency data analysis.
- i) Proficiency in Portuguese and basic knowledge of English.
- j) Immediate availability (clearly stated in the motivation letter).

4. Working plan: The InsectERA project's main objective is to develop new functional formulations, based on new raw materials derived from insects, for use in aquaculture. The candidate will be responsible for evaluating the impact of these raw materials, when incorporated into fish diets, on the morphology of the animals' cells and tissues.

5. Legislation and official rules: Art. 140 n. 1 and n. 2, g) and 148 the Labor Code (Law 7/2009, of 12 February and respective updates).

6. Workplace: The work will be carried out at CIIMAR, Edifício do Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, s/n, 4450-208 Matosinhos, and at ICBAS – Instituto de Ciências Biomédicas de Abel Salazar, Porto.

7. Duration of the contract: An uncertain term work contract will be signed starting June 2025, according to legal terms (articles nº 140º, nº 1 and nº 3, h; and article nº 148º, nº 4 – Labour Code and article 6º, nº 1 b) e nº 3 from Decree-Law nº 57/2016, of 29th August).

8. Monthly salary: Equated to the higher technical career, level 15: gross monthly salary € 1 389,93 (one thousand three hundred and eighty nine euros and ninety three cents). Food, holidays, and Christmas allowance apart.

9. Selection methods: The ranking of candidates will be performed by an initial evaluation based on:

Evaluation of the *Curriculum Vitae* (EC)

The Evaluation of the *Curriculum Vitae* will be performed according to the following criteria:

- i. Average of the classification obtained in graduation and master's degree or integrated master's degree (M) - 45%.
- ii. Demonstrated experience in the requested areas (ERA)- 45%
- iii. Motivation letter (ML) – 10%.

The evaluation of the *Curriculum Vitae* will be performed according to the following criteria:

$$EC = 0.45 \times M + 0.45 \times ERA + 0.1 \times ML$$

If deemed necessary, the jury may interview the first 3 candidates. This professional selection interview (PSI) will be graded on a scale from 0 to 20, and will have a relative weight of 10%, and the previous evaluation a relative weight of 90%. The final classification system of the candidates will be the sum of the scores obtained in the *Curriculum Vitae* and Professional Selection Interview (CV + PSI).

The final score (FS), expressed in a number from 0 to 20, will weight in the *Curriculum Vitae* evaluation (90%) and the interview (10%):

$$FS = 0.9 \times EC + 0.1 \times PSI$$

If the candidates do not show up in the interview, they will be withdrawal from the application, being excluded from the competition.

10. Composition of the jury selection

President: Luísa Valente, PhD

Vogal: Ana Basto, PhD

Vogal: Marta Monteiro, PhD

Substitute Vogal: Andreia Silva, PhD

Substitute Vogal: Sónia Gomes, PhD

11. Deadline for application and presentation of applications:

The application period starts **5/5/2025** and extends over a period of 10 (ten) working days: **16/5/2025**.

Applications cannot exceed 20 MB and must be formalised by e-mail to rh@ciimar.up.pt and must explicitly state the announcement reference "2025_036_TS_InsectEra".

Application must include full name, residence and contact address, including email address and telephone number and shall include all supported documents:

- a) Copy of the eligibility certificates.
- b) Detailed *Curriculum Vitae*.
- c) Other documentation relevant for the evaluation of qualifications in a related scientific area.
- d) Motivation letter.
- e) Contact e-mail address and phone number.
- f) The reference of this application (indicated in this announcement).

All candidates who formalise their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.

False statements provided by the candidates shall be punished by law.

12. Form of advertising/notification of results

Both admitted and excluded candidate list and final classification list will be displayed at CIIMAR, located at Novo Terminal de Cruzeiros do Porto de Leixões, Av. General Norton de Matos, Matosinhos and will be published in website of the institution www.ciimar.up.pt. The selected candidate will be notified by e-mail.

Preliminary Hearing and Final Decision Deadline: Pursuant to article 121 of the Administrative Procedure Code, after publication, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a maximum period of 90 days, counting from deadline for submission of applications.

Tender is exclusively destined to fill this specify vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

13. Non-discrimination and equal access policy: CIIMAR actively promotes a non-discrimination and equal access policy, wherefore no candidate can be

privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to Decree-Law no. 29/2001 of 3 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.