

## CALL FOR AWARDING RESEARCH FELLOWSHIPS WITHIN PROJECT GRANTS AND R&D INSTITUTIONS

### One research fellowship

One Fellowship(s) for a researcher with a master degree is(are) open at the **FCiências.ID – Associação para a Investigação e Desenvolvimento de Ciências**, for the project/R&D institution “AquaSig 3: Collection of georeferenced information on the diversity and abundance of macrofauna and flora in the Cascais maritime area”, financed by Câmara Municipal de Cascais (CMC), under the following conditions:

1. **Scientific Area:** Marine Biology

2. **Requirements for admission:** Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, provided they hold a master degree in Biology, Ecology, Marine/Aquatic Science or akin areas, and comply with the following requirements:

- a) Demonstrated experience with in situ identification of macroalgae and/or benthic macrofauna in coastal marine ecosystems;
- b) SCUBA diving certification, and adequate experience in scientific dives with counts and cover estimation methodologies;
- c) Experience with environmental impact assessment methodologies;
- d) Excellent oral and written communication skills in English and Portuguese;
- e) Autonomy in database organization and analysis, and in the elaboration of reports and scientific papers;
- f) Excellent capacity to work in a team;
- g) Immediate availability at the start of the fellowship period.

3. **Factors preferred:** The following points will also be valued:

- a) Experience with underwater visual census of fish communities;
- b) Advanced SCUBA diving certifications (e.g. rescue diver, GUE fundamentals, scientific diver certification);
- c) Experience with GIS software (ArcGIS or QGIS);
- d) Experience with the collection, sorting, storing and identifying fauna and flora in the lab;
- e) Collaboration in projects and publications in international peer-reviewed journals in the scientific area of Marine Biology;
- f) Boating licence
- g) Driver's license

4. **Work plan:** The maritime area off Cascais is mostly sheltered from the predominant wave direction on the Portuguese coast, which facilitates not only the settlement of macroalgae and sessile invertebrates, but also the utilization of rocky reefs by juveniles of many species that benefit from the reduced hydrodynamic forces to grow, sheltered from predators. Located in transition between sub-tropical and temperate regions, is subject to early effects of climate change on the distribution and abundance of marine fauna and flora. It is also an area where many human activities overlap, with direct and indirect impacts on the ecosystem. The sustainable use of resources is therefore an undeniable priority. The project will lay the foundation for establishing a long-term monitoring programme of the ecological component of the Cascais coastal area, including the Avenças Marine Protected Area (AMPA), and also other areas of ecological importance, given their habitat characteristics or vulnerability to human impacts. With timeseries data, it will be possible to understand natural cycles and distinguish them from real impacts, positive or negative, on the ecosystem, so that management can act in accordance. The information on the evolution of communities and habitats in the area is a key aspect of a management plan, which should always be adaptive and based on integrated coastal management indicators. The work plan of the person to hire will include: 1) Underwater visual census on temperate reefs, using transects and quadrats to quantify macroalgae and invertebrates; 2) Collection and identification of organisms in samples, with detection of non-indigenous species; 3) Literature review and in situ assessment of potential impacts and sensitive species; 4) Collaboration with the project team in the organisation and

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execution of sampling campaigns, 5) Collaboration with the project team on data storing, analysis and writing of reports; 6) participation in outreach activities, in articulation with the project team.

5. **Legislation framework:** Statute of the Scientific Research Fellowship, in accordance with Law 40/2004, of 18 August, as amended and republished by Decree-Law No. 202/2012 of 27 August, and as amended by Decree-Law No. 233/2012 of 29 October and by Law No. 12/2013, of January 29, and Decree-Law No. 89/2013 of 9 July; And also by the FCT, I.P. Fellowships Regulation, in force (<https://www.fct.pt/apoios/bolsas/docs/RegulamentoBolsasFCT.pdf>) and FCIências.ID Fellowship Regulation, as approved on 23<sup>rd</sup> February 2017.

6. **Place of work:** The work will be developed at the MARE – Marine and Environmental Sciences Centre under the scientific guidance of Professor Miguel Pessanha Pais.

7. **Fellowship duration:** This position is initially opened for 6 months and will begin on January, 2020. The fellowship contract may be renewed to more 6 months, in accordance with the provisions of Regulation of Research Fellowships from the Foundation for Science and Technology, I.P.

8. **Monthly allowance:** The fellowship amounts to € 989,70, according to table values of the fellowships awarded directly by the FCT, IP. (<http://www.fct.pt/apoios/bolsas/valores>).

The fellowship holder will have a personal accident insurance and, if not covered by any social protection scheme can ensure the right to social security through adherence to the voluntary social insurance scheme, pursuant to Código dos Regimes Contributivos do Sistema Previdencial de Segurança Social.

The fellowship will be paid monthly by bank transfer

9. **Selection method:** Candidates will be assessed by the quality of their CV and candidates will be classified with a score of 0-5 in several criteria, converted into a final classification out of 100 points, according to the following weighting factors: a) Demonstrated experience with the identification of macroalgae and/or invertebrates in coastal areas – 30%; Experience with scientific diving and certifications – 20%; c) Evaluation of the CV accounting for preferential factors – 20%; Experience with environmental impact assessment methodologies – 10%; Collaboration in projects and publications in peer-reviewed journals in the area of Marine Ecology – 10%; Interview to the best candidates, if separated by less than 5 points in the final classification – 10%.

10. **Selection Committee:** President – Miguel Pessanha Pais; 1st evaluator: Sofia Henriques; 2nd evaluator: Marisa Batista; 1st alternate evaluator: Paula Chaínho; 2nd alternate evaluator: Frederico Almada

11. **Publication/notification of results:** The final results of the evaluation will become public, through ordered list *final grade obtained* which will be posted at the entrance hall of the FCIências.ID, located at the Faculdade de Ciências da Universidade de Lisboa, C1 bdg – 3<sup>rd</sup> floor, Campo Grande, 1749-016 Lisboa, and the selected candidate will be notified by *e-mail*.

12. **Deadlines:** This call for applications is open from 7 to 15 November 2019.

13. **Application:** Applications may be sent via e-mail to [mppais@fc.ul.pt](mailto:mppais@fc.ul.pt), by attaching the following documents: Curriculum Vitae, detailing the tasks and experience gained by the candidate on each past project, cover letter where the candidate clearly demonstrates he/she possesses the required experience stated in the requirements for admission,

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certificate of Masters degree, diving certifications and any other documents considered relevant, such as theses, publications or other reports.

**NOTE:** Please note that Degrees obtained in foreign countries need a Portuguese Recognition certificate issued by a Portuguese high degree Institution, according to the [Decree-Law nr. 66/2018](#), of august 16<sup>th</sup> and the [Ministerial Order nr. 33/2019](#), of January 25<sup>th</sup>. The presentation of such certificates is mandatory for contract signature. More information can be obtained in: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.