

## **Call for a higher technician within the REDRESS and BioProtect project**

**1-Position:** The IMAR- Instituto do Mar, opens a call for the selection of candidates for a higher technician contract within the Horizon Europe Projects REDRESS “Restoration of deep-sea habitats to rebuild European Seas” (Grant agreement 101135492) and BioProtect “Advancing area-based management tools to accelerate the protection and restoration of marine biodiversity across the European sea basins” (Grant agreement 101157341).

**2-Field of research:** Biological sciences, Biology, Marine Biology, Ecology

**3- Admission requirements:** The candidate must have the following requirements, under penalty of exclusion:

- 1) A degree in biology, marine ecology or related areas.

**4- Other skills that will be valued in the selection process:**

- 1) Experience in ecological restoration with sessile benthic animals (e.g. corals, sponges, hydroids).
- 2) Experience in the maintenance of sessile benthic animals under ex-situ conditions, preferably of deep-sea organisms;
- 3) Knowledge on experimentation with benthic organisms under manipulated aquaria conditions, preferably of deep-sea organisms;
- 4) Experience in research cruises or related field work;
- 5) Experience in community and stakeholder engagement, preferably in restoration projects;
- 6) Experience in awareness and educational activities for the general public;
- 7) Experience with report writing and data analysis.

**5- Work plan:** The selected candidate will join a multidisciplinary research team to quantify the impact of environmental and anthropogenic stressors on deep-sea benthic ecosystems in the Azores, including aquaria experiments and the development of methodologies and tools for deep-sea ecosystem restoration. Specific tasks for this position will include:

- 1) Collaboration with fisherman to obtain living deep-sea benthic organisms, e.g. cold-water corals, sponges and hydroids, accidentally captured as by-catch during fishing operations.
- 2) Development of best practices for the aquaria maintenance and preparation of fragments for transplantation of deep-sea organisms recovered from fisheries by-catch.

- 3) Collaborate in the design and set-up of restoration actions for the transplantation of deep-sea benthic organisms in the field: e.g. preparation of transplants, preparation of substrates for deployment and settlement plates;
- 4) Collaborate in the conceptual design and execution of experiments in aquaria to test the effects of local anthropogenic stressors (fishing, litter) and climate change (ocean acidification, warming, deoxygenation) on the physiology cold-water corals including: preparation of coral nubbins, measurement of physiological performance (e.g. respiration, excretion rates), taking seawater and coral samples for further analysis;
- 5) Participation in sea campaigns for the deployment and monitoring of restoration activities;
- 6) Conduct image and video analysis of corals deployed during restoration activities for the quantification of transplants survival and growth rates, presence of associated fauna, among other variables;
- 7) Support with the organization of workshops with fishers and local authorities.
- 8) Support with outreach activities to disseminate the results of the projects.
- 9) Support with the organization of project meetings, reports and manuscript preparation.

**6- Applicable legislation:** Labor Code, approved by Law no. 7/2009, of February 12, with all successive amendments.

**7-Workplace:** The work will be developed at IMAR, the Department of Fisheries and Oceanography of the University of the Azores (DOP-UAç) in Horta (Faial Island), under the supervision of Dr. Marina Carreiro-Silva.

**8- Contract duration:**

- i) The contract is to address a temporary need of IMAR, during the period strictly necessary for this purpose, on an exclusive basis as mandated by IMAR-Institute do Mar contract regulations and Portuguese legislation, in particular the Portuguese Labour Code.
- ii) The contract will remain active from the date of signature until the end of the project's funding, or completion of the work. The contract expires when predicting the occurrence of the term, IMAR communicates this information to the higher technician, with at least seven, 30 or 60 days as the contract has lasted up to six months, six months to two years or longer period.

**9-Compensation:** The researcher will be paid according to the Portuguese regulations on public service under the category of Superior Technician, index 16, corresponding to a gross value of 1442.57 € (one thousand four hundred and forty-two euros and fifty-seven cents) and all other benefits previewed in Portuguese legislation.

**10- Selection process:** The evaluation will be based on an analysis of the detailed Curriculum Vitae, taking into account the elements that demonstrate compliance with the admission requirements in this announcement as well as the valuation of the skills

indicated, and in the event of a tie, an interview may be held with the admitted candidates in order to clarify aspects relevant to the evaluation.

**11- Deadline and method of submitting applications:** The competition is open from the 4th to the 17th of March 2024 (10 working days). Applications must be submitted by email, including the following documents: letter of motivation; detailed Curriculum Vitae and copies of academic degree certificates as well as other professional certificates and other documentation deemed relevant. Applications must be submitted in Portuguese or English. Applications should be sent by email duly identified with the subject: “Senior Technician Redress/BioProtect” to [candidaturas@imar.org.pt](mailto:candidaturas@imar.org.pt).

**12- Composition of the Selection Board:** Marina Carreiro Silva (President), Telmo Morato (Member) and Filipe Porteiro (Member), Dr. Teresa Cerqueira (alternate) and Inês Martins (alternate). The composition of the jury may be altered due to possible conflicts of interest with competing candidates.

**13- Form of publication/notification of results:** The results of the evaluation will be presented as a list ordered by individual score and sent by email to all candidates. If the decision is unfavorable, the candidates will have 10 working days to comment. The selected candidate will be notified by email.

The jury reserves the right not to award the contract in the event that no candidate presents the required academic background, the required qualifications and/or does not present the conditions and/or profile considered necessary for the effective execution of the tasks foreseen in the Project.