Fundação Gaspar Frutuoso, FP

CALL

DOCTORAL RESEARCHER 2026

Announcement Summary:

By order of the President of the Board of Directors of the Fundação Gaspar Frutuoso dated 12/03/2025, under delegated authority, an international selection procedure is hereby opened for one (1) Junior PhD Researcher position, under an exclusive dedication regime, to carry out scientific research activities in the scientific area of Marine Sciences.

The position will be filled through an uncertain-term employment contract, under the Portuguese Labour Code, within the scope of the project Ocean-4FiSh – Oceanographic modelling for spatial management of fishes and shellfishes in the Azores (ref. 2025.07500.AZO), funded by the Portuguese Foundation for Science and Technology (FCT, I.P.).

The workplace will be at the Institute of Marine Sciences – OKEANOS, located at the Horta Campus of the University of the Azores, 9901-862 Horta, Azores, Portugal.

The monthly gross salary corresponds to level 33 of the Single Remuneration Table, as defined in Article 15(1)(a) of the RJEC, approved by Ordinance no. 1553-C/2008 of 31 December and updated by Decree-Law No. 29-A/2026, of January 31, corresponding to €2,408,11 (gross).

Announcement Text:

1. By order of the President of the Board of Directors of the Fundação Gaspar Frutuoso dated 12/03/2025, under delegated authority, an international recruitment procedure is opened for one (1) Junior PhD Researcher position, under an exclusive dedication regime, to conduct scientific research activities in the scientific field of Marine Sciences. The position will be filled through an uncertain-term employment contract, under the Portuguese Labour Code, within the scope of the project Ocean-4FiSh – Oceanographic modelling for spatial management of fishes and shellfishes in the Azores (ref. 2025.07500.AZO) funded by FCT, I.P.

2. Applicable legislation: This recruitment procedure is carried out under the Decree-Law No. 57/2016 of 29 August, amended by Law No. 57/2017 of 19 July, which establishes a regime for

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the hiring of PhD holders to stimulate scientific and technological employment (RJEC); and the Portuguese Labour Code, approved by Law No. 7/2009 of 12 February, in its current version.

3. The selection committee will have the following composition: **Chair:** Prof. Dr Régis Santos, Assistant Professor and Principal Investigator of the Project, Faculty of Sciences and Technology, University of the Azores; **Effective members:** Prof. Dr Ana Martins, Associate Professor, Faculty of Sciences and Technology, University of the Azores (who will replace the Chair in cases of absence or impediment), and Dr Ana Margarida Faria, Researcher, AIR Centre; **Alternate members:** Dr Ualerson Iran Peixoto, Researcher, Institute of Marine Sciences – OKEANOS, University of the Azores, and Prof. Dr Maria Manuela Juliano, Associate Professor, Faculty of Agricultural Sciences and Environment, University of the Azores.

4. Workplace: Institute of Marine Sciences – OKEANOS, University of the Azores – Horta Campus, 9901-862 Horta, Azores, Portugal.

5. The monthly salary corresponds to level 33 of the Single Remuneration Table, as defined under Article 15(1)(a) of the RJEC, amounting to €2,408,11 (gross).

6. Applicants may be Portuguese nationals, foreign nationals, or stateless persons who hold a PhD degree in Marine Sciences or related scientific fields and have a scientific and professional curriculum demonstrating a suitable profile for the activities to be carried out.

7. Applicants must fulfil the following requirements:

- PhD in Marine Sciences, Oceanography, Marine Ecology or a related scientific field.
- Excellent scientific publication record, preferably in physical oceanography, larval dispersal, population connectivity or marine ecology.
- Experience in numerical modelling applied to the marine environment, including hydrodynamic modelling, biophysical modelling, or particle-tracking simulations.
- Experience in analysis of oceanographic and ecological data, including spatial analysis, applied statistics, and interpretation of marine connectivity processes.

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- Experience in data analysis programming languages (e.g. R, Python or MATLAB).

8. The selection will be based on the scientific and curricular trajectory of the candidates. The evaluation will consider the relevance, quality and timeliness of: a) Scientific and technological production over the last five years; b) Research activities carried out in the last five years; c) Knowledge dissemination and science communication activities; d) Participation in the management of research projects and programmes.
The five-year evaluation period may be extended by the selection committee, upon request by the candidate, in cases of justified interruption of scientific activity due to legally protected reasons (e.g. parental leave, prolonged illness).

9. This position is intended for the development of research activities within the project Ocean-4FiSh – Oceanographic modelling for spatial management of fishes and shellfishes in the Azores (ref. 2025.07500.AZO) coordinated by Prof. Dr Régis Santos. The project aims to investigate patterns of larval dispersal and population connectivity in the Azores marine ecosystem through the integration of hydrodynamic modelling, biological sampling and biophysical simulations. A three-dimensional hydrodynamic model will be implemented to represent regional ocean circulation and the processes influencing larval transport, calibrated using near-surface satellite data and *in situ* observations. Biological data obtained from larval sampling will be used to parameterise particle-tracking dispersal simulations, allowing the analysis of larval trajectories, settlement probabilities, and connectivity patterns between habitats. The results will contribute to assessing ecological connectivity and the role of the Azores Marine Protected Area Network (RAMPA) in the management and conservation of marine resources.

10. Selection methods and evaluation criteria: Candidates will be evaluated based on the integrated assessment of their scientific and professional trajectory.

10.1 The assessment will be based on the candidate's CV according to the following components:

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- Scientific production (40%):

a) Scientific articles published in journals with an impact factor (50 points): This criterion evaluates the number, quality and relevance of scientific articles published (or accepted for publication) in relation to the scientific area of the call, particularly in the fields of oceanography, marine ecology, larval dispersal, ecological modelling or marine ecosystem management.

No articles published or accepted ..... 0 points

1–2 articles published or accepted, with no direct relation to the scientific area of the call ..... 10 points

3–5 articles published or accepted, including at least one related to oceanography, marine ecology or ecological modelling ..... 25 points

6–10 articles published or accepted, with good thematic relevance to the study of marine ecosystems, dispersal or connectivity ..... 40 points

More than 10 articles published or accepted, with direct relevance to the scientific area of the call ..... 50 points

b) Technical reports (scientific advice and project reports) (50 points): This criterion considers the production of technical reports, scientific advice documents, project reports and other applied documents relevant to the study of marine ecosystems, oceanography, ecological modelling or marine environmental management.

No relevant reports or scientific advice documents ..... 0 points

1 technical report or scientific advice document produced ..... 10 points

2 reports or advice documents with demonstrated application in projects or in support of environmental or marine management ..... 25 points

3–4 reports or advice documents demonstrating consistent contribution to scientific projects or decision-support activities ..... 40 points

5 or more reports or advice documents with direct impact on scientific programmes, public policies or formal scientific advisory processes ..... 50 points

- Professional experience (60%):

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a) Experience in numerical modelling and analysis of oceanographic or ecological processes (30 points): This criterion evaluates experience in hydrodynamic modelling, biophysical modelling, dispersal simulations, or analysis of ecological connectivity processes.

No relevant experience ..... 0 points

Occasional participation (less than 1 year) in projects involving modelling or analysis of oceanographic data ..... 10 points

Regular involvement (1–3 years) in ecological or oceanographic modelling projects ..... 20 points

Consolidated experience (more than 3 years) in numerical modelling applied to marine or ecological processes ..... 30 points

b) Demonstrated participation in research projects (20 points): This criterion considers the roles performed and the number of research and development projects completed or in progress.

No documented participation ..... 0 points

Team member in 1–2 projects ..... 5 points

Team member in 3–4 projects ..... 10 points

Participation in 5 or more projects, without coordination responsibilities ..... 15 points

Participation in 5 or more projects, including coordination responsibilities ..... 20 points

c) Experience in marine ecology, larval dispersal or population connectivity studies (10 points): This criterion evaluates involvement in studies related to early life-stage ecology, larval dispersal, ecological connectivity or marine population dynamics.

No relevant experience ..... 0 points

Occasional participation in 1–2 related studies ..... 5 points

Consolidated experience (3 or more studies or projects) involving marine ecology, larval dispersal or connectivity ..... 10 points

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d) Experience in spatial analysis, applied statistics or ecological data modelling (10 points): This criterion considers experience in the analysis of spatial and statistical data applied to marine environments.

No demonstrated experience ..... 0 points

Occasional participation in statistical or spatial analyses ..... 5 points

Consolidated experience in statistical analysis, modelling or spatial analysis applied to marine ecosystems ..... 10 points

e) Experience in student supervision (undergraduate, master's or doctoral level) (10 points)

No supervision experience ..... 0 points

1–2 completed or ongoing supervisions ..... 5 points

3 or more completed or ongoing supervisions ..... 10 points

f) Experience in programming languages for data manipulation and analysis (e.g. R, Python or MATLAB) (10 points): This criterion evaluates demonstrated experience in programming languages used for scientific data analysis.

No evidence of use ..... 0 points

Certified training ≥8 hours or documented use in an internal report/project ..... 2 points

Certified training ≥30 hours or 1 scientific publication/technical report using R/Python as first author ..... 4 points

Certified training ≥60 hours or 2 publications/reports explicitly using R/Python ..... 6 points

3–5 years of documented applied use or ≥3 publications/reports using R/Python ..... 8 points

≥5 years of documented applied use and at least 3 publications/reports explicitly using R/Python ..... 10 points

g) Experience in oceanographic research cruises or ocean sampling campaigns (10 points): This criterion evaluates demonstrated experience in the participation, planning or execution of scientific cruises and ocean sampling campaigns, including the collection of oceanographic, biological or ecological data.

No participation in scientific cruises or field campaigns ..... 0 points

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Occasional participation in 1 research cruise or sampling campaign ..... 5 points

Regular participation (2–4 cruises or campaigns), including data collection activities ..... 7 points

Consolidated experience (5 or more cruises or campaigns), including planning, coordination of field activities or responsibility for scientific sampling ..... 10 points

11. The final classification system for candidates is expressed on a scale from 0 to 100.

12. The selection committee shall deliberate through reasoned nominal voting, in accordance with the adopted and publicly disclosed selection criteria. Abstentions are not permitted.

13. Minutes shall be drawn up for all meetings of the selection committee, containing a summary of the proceedings, the votes cast by each member and their respective justification. These minutes shall be made available to candidates upon request.

14. Following the application of the selection criteria, the selection committee shall prepare a ranked list of approved candidates, including their respective final scores.

15. The final decision of the selection committee shall be ratified by the head of the institution, who is also responsible for deciding on the hiring.

16. Application procedure:

16.1 - Applications must be submitted through a formal request addressed to the Chair of the Selection Committee, indicating the internal reference (Euraxess), full name, parentage, identification document number and date (identity card, citizen card or civil identification number), tax identification number, date and place of birth, marital status, profession, residence and contact details, including email address and telephone number;

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16.2 - The application must be accompanied by documents proving the conditions established in points 6 and 7 for admission to this call, namely: a) Copy of the PhD certificate or diploma; b) PDF copy of the doctoral thesis and publications; c) Detailed *Curriculum vitae*, structured according to the items in points 7 and 8; d) Other documents considered relevant to the evaluation of qualifications in a related scientific field; e) Brief description of the most relevant scientific activities carried out in the last five years (maximum 1 page), according to point 10.1 of this notice;

16.3 - Applications must be submitted in English. Candidates shall submit their application and supporting documents addressed to the Chair of the Selection Committee via email to regis.vs.santos@uac.pt (cc: silvia.f.martinho@uac.pt) until the final day of the application period, which will run for 10 working days following publication of the call on Euraxess.

17. Candidates who incorrectly formalise their application or who fail to provide proof of the required eligibility criteria will be excluded from the competition. The selection committee reserves the right to request, from any candidate and in case of doubt, supporting documents confirming the statements provided.

18. Candidates who obtain a final score below 60% will not be considered for the position due to insufficient merit.

19. False statements made by candidates shall be punished under the terms of the law.

20. The list of admitted and excluded candidates, as well as the final ranking list, will be published by the Fundação Gaspar Frutuoso. The selected candidate will be notified by email with confirmation of receipt.

21. Right to prior hearing: After publication of the provisional results, candidates will have 10 working days to submit comments or objections. Within five working days following the deadline for the submission of comments or objections, the Selection Committee will issue its

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final decision, which will be posted at Fundação Gaspar Frutuoso, FP. The final decision of the Selection Committee will be issued within a maximum of 90 working days from the application deadline.

22. This call is intended exclusively to fill the indicated vacancy and may be terminated at any time until the approval of the final ranking list of candidates, expiring once the position has been filled. The Fundação Gaspar Frutuoso reserves the right not to fill de position for reasons attributable to the funding entity.

23. Non-discrimination and equal access policy: the Institute of Marine Sciences – OKEANOS, the University of the Azores, and the Fundação Gaspar Frutuoso actively promote a policy of non-discrimination and equal access. No candidate may be privileged, favoured, disadvantaged or deprived of any right or exempted from any duty on the grounds of, namely: ancestry, age, sex, sexual orientation, marital status, family situation, economic status, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological convictions, and trade union membership.

24. Under Decree-Law No. 29/2001 of 3 February, candidates with disabilities shall have preference in the event of equal classification, which prevails over any other legal preference. Candidates must declare in the application form, under a declaration of honour, their degree of disability, the type of disability, and the communication methods to be used during the selection process.

25. Data protection: under Regulation (EU) 2016/679 of 27 April (GDPR) and Law No. 67/98 of 26 October, personal data collected by the institution will be used exclusively for recruitment purposes. The personal data provided will be used to assess the candidate's suitability for the position and to carry out preliminary calculations regarding remuneration, bonuses and benefits for candidates admitted to the recruitment process. Failure to provide the requested information may affect the efficiency and outcome of the application. Personal data of

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unsuccessful candidates will be retained for a period of five years for the purposes of future recruitment processes. Applications may be transferred to other departments of the institution or to consortium entities where vacancies arise during the aforementioned period. In accordance with the law, candidates have the right to access and rectify their personal data. Requests for access must be submitted in writing to the institution's responsible authority.

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