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[Fundação Gaspar Frutuoso](#) | Posted on: 17 July 2026

1 (one) position, for which the incumbent will perform duties corresponding to the Senior Technician category (Marine Biology).

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17 Jul 2026

Job Information

Organisation/Company

Fundação Gaspar Frutuoso

Research Field

Other

Researcher Profile

First Stage Researcher (R1)

Positions

Bachelor Positions

Application Deadline	31 Jul 2026 - 23:59 (Atlantic/Azores)
Country	Portugal
Type of Contract	Other
Type of Contract Extra Information	Fixed-term employment contract
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	1 Sep 2026
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	DEEP
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

Standard competitive selection procedure for the award of a fixed-term employment contract to fill 1 (one) position, for which the incumbent will perform duties corresponding to the Senior Technician category (Marine Biology).

In compliance with the provisions of Article 48(e) of Law No. 24/2012, of July 9 (Framework Law on Foundations) and for the purposes of the provisions of Article 30(4) and Article 33 of the General Law on Public Service Employment (LTFP), approved by Law No. 35/2014 of June 20, and Article 19(1) of Government Council Resolution No. 178/2009 of November 24, republished by Rectification Statement No. 14/2009 of December 2, it is hereby made public that, by decision of July 16, 2026, of the Chair of the Board of Directors of the Fundação Gaspar Frutuoso, F.P, a public foundation governed by private law, a standard competitive selection process is now open for a fixed-term employment contract, for a period of twelve months, which may be extended, pursuant to Article 140(2)(h) of the Labor Code, and may not exceed the duration of the research project that co-funds it, with a view to filling a position in the career track and category of Senior Technician (Bachelor's degree in Marine Biology). The contract is part of the DEEP research project: Deep-sea Ecosystem Evaluation for Policy Solutions, project no. 2025.00366.AZO, funded by the Foundation for Science and Technology.

1 – Applicable Legislation: Framework Law on Foundations, enacted by Law No. 24/2012 of July 9; General Law on Public Service Employment (LTFP), approved as an annex to Law No. 35/2014, of June 20; Labor Code, approved by Law No. 7/2009, of February 12, as currently in force; Government Council Resolution No. 178/2009, of November 24, republished by Rectification Statement No. 14/2009, of December 2, all legal instruments in their current versions.

2 – Guarantee of Equality Between Men and Women – Provision referred to in Joint Order No. 373/2000, of March 1:

“In compliance with Article 9(h) of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in access to employment and career advancement, taking scrupulous measures to prevent any and all forms of discrimination.”

3 – Workplace: OKEANOS Research Center at Rua Frederico Machado No. 4, 9900-138 Horta.

4 – Job Description: The duties to be performed correspond to functional complexity level 3, pursuant to Article 86(1)(c) of the LTFP, for which a master's degree is required.

4.1 – The employee will perform duties at the Senior Technician level, under the scientific guidance of Dr. Telmo Morato, and will have the following specific responsibilities:

- Manual annotation of videos (L3 level with bounding boxes) of deep-sea biodiversity to train artificial intelligence (AI) algorithms and feed a continuous cycle of evaluation and validation (Task 1)
- Assisting with the updating of the database of deep-sea species and communities in the Azores (Task 1)
- Assisting in the creation and structuring of the database of environmental data collected using the Azor drift-cam and other deep-sea sampling platforms (Task 1), which will serve as the basis for validating the MOHID models (Task 1) and for establishing relationships between species distribution and environmental factors (Task 2).
- Manual annotation of videos (SACFOR and L3) of indicator species of Vulnerable Marine Ecosystems (VMEs) to quantify biodiversity patterns and support the modeling of biodiversity distribution at the regional (Azores EEZ) and local (geomorphological structures) scales (Task 2)
- Manual annotation of videos (physical impacts, epibiosis, and sizes) to improve existing approaches for assessing the in situ condition of key habitat-forming species, such as cold-water corals and sponges (Task 3)

4.2 – The contract is valid for 12 months, subject to possible extension; under no circumstances shall the contract remain in effect beyond the period necessary for the execution of the project, which fully co-finances the costs associated with this contract.

5 – Scope of recruitment: Recruitment is conducted in accordance with Article 30(4) of the LTFP, for workers with or without an employment relationship, through a competitive selection process.

6 – Pay grade: The pay grade of the recruited employee will be that corresponding to the first pay grade of the Senior Technician career track, pursuant to Regulatory Decree No. 14/2008, of July 31, corresponding to pay level 19 of the Single Pay Scale (Ordinance No. 1553-C/2008, of December 31, updated by Decree-Law No. 29-A/2026, of January 30).

7 – Required Academic Qualifications: Master's degree in Marine Sciences or related fields, pursuant to Article 34 of the LTFP, in the field of Biology, which corresponds to functional complexity level 3, as provided for in Article 86(1)(c) of the LTFP; the required academic qualification cannot be substituted by professional training or experience.

8- Selection methods and criteria: pursuant to paragraph 8 of Article 6 of Regional Legislative Decree No. 26/2008/A, of July 24, as amended by Regional Legislative Decree No. 12/2018/A, dated October 22, the selection methods to be used are Curriculum Evaluation (AC) and the Oral Knowledge Test (PCO), according to the following formula:

$$\text{Final score} = 0.30 \times \text{AC} + 0.70 \times \text{PCO}$$

The final evaluation of candidates will be expressed on a scale of 0 to 20 points, with scores rounded to the hundredths.

8.1– Curriculum Evaluation (AC): aims to analyze the candidates' qualifications, specifically their academic or professional credentials, career path, the relevance of their acquired experience and training, the type of duties performed, and their performance evaluations.

AC = (EI + FP + EP), where:

EI (4 points) = Experience in Research Projects: which considers experience in the development of research projects and scientific studies (summative evaluation):

- Experience in projects related to the deep sea.....2 points
- Experience in projects related to the benthic fauna of the Azores.....2 points

FP (4 points) = Professional Training: taking into account the areas of professional training and development related to the requirements and competencies necessary for performing the job:

1 – Master's degree related to the scientific field of the position to be promoted.....4 points

EP (12 points) = Professional Experience: taking into account and weighing the performance of activities inherent to the position and their degree of complexity, duly substantiated and expressed in terms of i) work experience in video annotation of benthic species in the Azores, ii) experience in video annotation techniques using bounding boxes, iii) experience in managing and updating biodiversity and environmental databases, and iv) experience in identifying levels of impact and epibiosis in key habitat-forming species.

1 - Professional experience not directly related to points i), ii), iii), and iv)
.....2 points

2 - Professional experience in an activity directly related to the duties of the position to be filled, for a period of more than 6 months, but covering only one of the following: i), ii), iii), or iv)
.....4 points

3 - Professional experience in activities directly related to the duties to be performed in the position to be filled, for a period of no less than 6 months and covering at least two of the following: i), ii), iii), and iv) 6 points

4 - Professional experience in activities directly related to the duties to be performed in the position to be filled, for a period of no less than 6 months and covering at least three of the following: i), ii), iii), and iv) 8 points

5 - Professional experience in activities directly related to the duties to be performed in the position to be filled, for a period of no less than 6 months and covering all of points i), ii), iii), and iv)
..... 12 points

8.2 – The Oral Knowledge Test (PCO) is designed to assess candidates' academic and/or professional knowledge and the technical skills required to perform a specific job.

For each Oral Knowledge Test (PCO), an individual report is prepared, containing a summary of the topics covered, the evaluation criteria, and the score obtained for each, duly justified.

The Oral Knowledge Test (PCO) uses a scale of 0 to 20 points, with scores calculated to two decimal places.

9 – Failure by candidates to appear for the Oral Knowledge Test (PCO) is considered a withdrawal from the selection process; similarly, candidates who have received a score of less than 10 on the written exam and will not be invited to the professional interview.

10 – In cases of a tie in scores, the provisions of Article 35 of Government Council Resolution No. 178/2009, of November 24, republished by Rectification Statement No. 14/2009, of December 2,

shall apply.

11 – Pursuant to Article 19(t) of Resolution No. 178/2009, dated November 24, republished by Rectification Statement No. 14/2009, dated December 2, the jury's minutes—which include the evaluation criteria and respective weighting of each selection method to be used, the grading scale, and the method's final scoring system—are made available to candidates upon request.

12 – Exclusion and notification of candidates: In accordance with the provisions of Article 30(1) of Government Council Resolution No. 178/2009, dated November 24, republished by Rectification Statement No. 14/2009, dated December 2, excluded candidates will be notified to attend a hearing for interested parties.

12.1 – The right of interested parties to participate must be exercised via email.

12.2 – Admitted candidates will be notified of the results of the selection process, in accordance with the provisions of Article 32 and by one of the methods set forth in paragraph 3 of Article 30 of Government Council Resolution No. 178/2009, of November 24, republished by Rectification Statement No. 14/2009, of December 2, preferably by email.

13 – Employment Quotas: The provisions of Article 3(3) of Decree-Law No. 29/2001, of February 3, as adapted to the Region by Regional Legislative Decree No. 4/2002/A, of March 1, shall be complied with. Candidates with disabilities are given preference in the event of a tie, which takes precedence over any other legal preference; to this end, candidates must declare their degree of disability in the application form, under a sworn statement disability, the type of disability, and the means of communication/expression to be used in the selection process.

14 – Validity Period: The competitive selection process is valid for one year.

15 – Composition of the Selection Committee:

Chair:

Dr. Telmo Morato Gomes

Permanent Members:

Dr. Marisa Antunes Gomes

Dr. Luís Rodrigues

16 – Submission of Applications: Applications must be submitted in PDF (Portable Document Format) and addressed to the chair of the selection committee, with the subject line "Competitive Selection Process for a Fixed-Term Employment Contract, Ref. DEEP."

17 – The application must be accompanied by the following documents, submitted electronically; the selection committee may require the submission of the original hard copies, under penalty of exclusion:

- i. A photocopy of the citizen's card or identity card and tax identification number.
- ii. Certificate of academic qualifications;
- iii. Proof of professional training attended (conferences, seminars, advanced courses, etc.);
- iv. A detailed and up-to-date curriculum vitae, dated and signed by the applicant, listing, in particular, published articles and books, professional experience, and professional training; and v. Other documents deemed relevant to the review of the application.

18 – False statements made by candidates will be punished in accordance with the law.

19 – Candidates must submit their applications and supporting documents, addressed to the Chair of the Selection Committee, via email to marisa.a.gomes@uac.pt with a copy to silvia.f.martinho@uac.pt, by the deadline for the call for applications.

20 – The jury reserves the right to require any candidate to submit supporting documents for the statements made under oath and for any information it deems relevant to the proceedings.

21 – The final ranking list of candidates will be sent via email.

Where to apply

E-mail	marisa.a.gomes@uac.pt
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Requirements

Research Field	Other
Education Level	Bachelor Degree or equivalent

Additional Information

Work Location(s)

Number of offers available	1
Company/Institute	OKEANOS – Instituto de Investigação em Ciências do Mar
Country	Portugal
City	Horta
Postal Code	9900-138
Geofield	

Contact

City	Ponta Delgada
Website	https://fgf.uac.pt/pt-pt
Street	Rua da Mãe de Deus
Postal Code	9500-321

Apply now [🔗 \(mailto:marisa.a.gomes@uac.pt?subject= 1 \(one\) position, for which the incumbent will perform duties corresponding to the Senior Technician category \(Marine Biology\).\)](mailto:marisa.a.gomes@uac.pt?subject=1(one)position,forwhichtheincumbentwillperformdutiescorrespondingtotheSeniorTechniciancategory(MarineBiology).)

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