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[Fundação Gaspar Frutuoso](#) | Posted on: 30 October 2026

1 (one) full-time assistant research fellow position, to conduct scientific research in the field of Biological Sciences, under a fixed-term employment contract

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30 Oct 2026

Job Information

Organisation/Company	Fundação Gaspar Frutuoso
Research Field	Biological sciences
Researcher Profile	First Stage Researcher (R1)
Positions	PhD Positions

Application Deadline	13 Nov 2026 - 23:59 (Atlantic/Azores)
Country	Portugal
Type of Contract	Other
Type of Contract Extra Information	a unfixed-term employment contract
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	1 Jan 2027
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Investigador Júnior DEEP
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

1. By order of the Chair of the Board of Directors of the Gaspar Frutuoso Foundation dated October 29, 2026, pursuant to a delegation of authority, authorization was granted to open an international recruitment process for 1 (one) full-time assistant research fellow position, to conduct scientific research in the field of Biological Sciences, under a fixed-term employment contract of indefinite duration pursuant to the Labor Code, with a view to performing research duties within the scope 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.

2. Applicable legislation: pursuant to Decree No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, which establishes a hiring regime for PhD holders intended to to promote scientific and technological employment in all fields of knowledge (RJEC), and the Labor Code, enacted by Law No. 7/2009 of February 12, as currently in force.

3. The selection committee is composed as follows: Chair of the Selection Committee, Dr. Telmo Morato; and Permanent Members: Dr. Marina Carreiro e Silva and Dr. Marisa Gomes.

4. Place of work: Institute for Marine Science Research – OKEANOS of the University of the Azores, located at Rua Frederico Machado No. 4, 9900-138 Horta (Portugal).

5. The monthly salary to be awarded is that provided for in Article 15(1)(a) of the RJEC, corresponding to level 33 of the single salary scale, approved by Ordinance No. 1553-C/2008,

dated December 31, updated by Decree-Law No. 29-A/2026, of December 16, and amounts to 2,408.11 euros before taxes.

6. The competition is open to Portuguese, foreign, and stateless candidates who hold a doctoral degree in fields related to Marine Biology or Marine Sciences and whose scientific and professional background demonstrates a profile suitable for the position. If the doctoral degree was awarded by a foreign institution of higher education, it must comply with the provisions of Decree-Law No. 66/2018, of August 16.

7. The general requirements for admission to the competition are:

- Doctoral degree in Marine Sciences or related fields.
- Experience and knowledge of deep-sea ecosystems.
- Experience in collecting and analyzing deep-sea underwater imagery, particularly in annotating and extracting quantitative data from videos and photographs for the study of the spatial distribution of deep-sea benthic species.
- Experience in developing multivariate statistical analyses of ecological and environmental data to study the spatial distribution of deep-sea benthic species and their relationship to their ecological niches.
- Experience in developing species prediction models (e.g., GAM, Random Forest).
- Record of scientific publications in international, indexed journals in benthic ecology, with a preference for topics such as deep-sea ecology, vulnerable marine ecosystems, and the impacts of human activities.
- Experience with one or more data manipulation languages (e.g., R).
- Excellent command of English (spoken and written).

8. The selection of the Ph.D. candidate to be hired will be based on an evaluation of the candidates' scientific and academic backgrounds. This evaluation will focus on the relevance, quality, and timeliness of: a) the scientific and technological work considered most relevant by the candidate and related to the subject area of the position; b) the research activities considered to have the greatest impact by the candidate and related to the subject area of the position; c) involvement in outreach and knowledge dissemination activities that promote scientific practice and culture, which the candidate considers most important and that are related to the position now open for application.

9. The position being advertised is described in detail in the following paragraphs:

This position is focused on conducting research activities within the scope of the DEEP project: Deep-sea Ecosystem Evaluation for Policy Solutions, and is coordinated by Dr. Telmo Morato. The selected candidate will assist in coordinating the scientific work of the team responsible for analyzing deep-sea images; in the processing and statistical analysis of biological and environmental data extracted from the images for the ecological characterization of benthic communities; in identifying distribution patterns of species indicative of vulnerable marine ecosystems; and in producing scientific publications related to the field of work.

The employee's specific duties will include:

1. Collaborate in the analysis of occurrence and abundance data, contributing to the characterization of biodiversity patterns and the distribution of deep-sea benthic species and communities in the Azores (WP2).
2. Collaborate in the analysis and integration of biological and environmental data to identify factors determining biodiversity distribution, combining species inventories, environmental and geomorphological variables, and spatial information, with a view to producing maps and interpreting the Patterns of diversity and community composition in the deep-sea communities of the Azores (WP2).
3. Collaborate on the comparative analysis of biodiversity patterns across spatial scales and regions of the Azores EEZ, assessing variations in the richness and composition of benthic communities among geomorphological units and subregions, and contributing to the establishment of baselines for deep-sea monitoring and conservation (WP2).
4. Collaborate in the analysis and assessment of Vulnerable Marine Ecosystems (VMEs) based on FAO criteria, integrating the observed and modeled distribution of indicator species for VMEs and Vulnerable Marine Communities (VMCs) with abundance data, and developing analytical methodologies for the systematic and consistent identification of VMEs at the geomorphological unit scale, including the assessment of associated uncertainties, thereby contributing to the production of scientific evidence to support the identification of VMEs in the Azores Outermost Region by ICES (WP3).

10. Selection Methods and Curriculum Evaluation Criteria:

Candidates will be evaluated based on an integrated assessment of their scientific and academic background (AC, weighted at 100%).

10.1 The evaluation will be based on the candidate's CV, taking into account the following items:

- Professional experience (50% of AC), considering the performance of activities inherent to the position and their degree of complexity, as duly demonstrated in the subparagraphs below:

- a) Knowledge of deep-sea ecosystems, particularly the biodiversity of invertebrate fauna (20 points).
 - b) Experience in collecting and analyzing underwater imagery, particularly in annotating and extracting quantitative data from videos and photographs to study the spatial distribution of benthic species and their relationship to their ecological niches (20 points).
 - c) Experience in developing multivariate statistical analyses of ecological and environmental data (20 points).
 - d) Experience in developing predictive models for species (e.g., GAM, Random Forest) and experience with one or more data manipulation languages (e.g., R) (20 points).
 - e) Collaboration in the preparation of project reports and other forms of dissemination (20 points).
- Scientific publications in journals with an impact factor – 25% of the overall score;
- Participation in R&D projects related to the deep sea – 25% of the overall score;

Candidates who receive a score below 50% in the overall evaluation will be excluded from the process and will not be invited to the professional interview.

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

12. The selection committee deliberates through a roll-call vote, providing justification in accordance with the adopted and published selection criteria; abstentions are not permitted.

13. Minutes are taken of the selection committee's meetings, containing a summary of the proceedings, as well as the votes cast by each member and the respective rationale; these are made available to candidates upon request.

14. After applying the selection criteria, the selection committee compiles a ranked list of successful candidates with their respective scores.

15. The jury's final decision is approved by the head of the institution, who is also responsible for making the hiring decision.

16. Submission of Applications:

16.1 - Applications must be submitted via a written request addressed to the Chair of the Jury, including the internal reference (Euraxess), full name, parentage, number and date of the identity card, Citizen Card, or civil identification number, tax identification number, date and place of birth, marital status, profession, residence, and contact address—including email address and phone number;

16.2 - The application must be accompanied by documents proving compliance with the conditions set forth in sections 6 and 7 for admission to this competition, namely: a) a copy of the certificate or diploma; b) a PDF copy of the doctoral dissertation and publications; c) a detailed curriculum vitae, structured in accordance with the items in sections 7 and 8; d) other documents relevant to the evaluation of qualifications in a related scientific field; e) a brief description of the most relevant scientific activities over the past 5 years (max. 1 page), in accordance with section 10.1 (a–e) of this notice;

16.3 - Applicants must submit their applications and supporting documents, addressed to the Chair of the Selection Committee, to the email address marisa.a.gomes@uac.pt with a copy to silvia.f.martinho@uac.pt, by the deadline for the call for applications, with the subject line "Junior Researcher DEEP." which will begin 10 business days after the call for applications is published on Euraxess.

17. Candidates who submit their applications incorrectly or who fail to meet the requirements specified in this competitive examination are excluded from admission to the examination. The selection committee reserves the right to require any candidate, in case of doubt, to submit documents supporting their statements.

18. Candidates who do not achieve a final score of 50% or higher will not be admitted to fill the position being advertised due to a lack of absolute merit.

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

20. The list of admitted and excluded candidates, as well as the final ranking list, will be posted at the Gaspar Frutuoso Foundation; the selected candidate will be notified by email with a delivery receipt for the notification.

21. Preliminary Hearing and Deadline for Final Decision: After the results are published, candidates have 10 business days to file an appeal. Within the following 5 business days, counted from the deadline for submitting appeals, the jury's final decisions will be issued and posted at the Gaspar Frutuoso Foundation, FP. Within a period not exceeding 90 business days, counted from the deadline for submitting applications, the jury's final decisions will be issued.

22. This competitive selection process is intended exclusively to fill the specified vacancy; it may be terminated until the final ranking list of candidates is approved and shall expire upon the filling of the position being offered. The Gaspar Frutuoso Foundation reserves the right not to fill the vacancy through this competitive selection process for reasons attributable to the funding entity.

23. Non-Discrimination and Equal Access Policy: The Institute for Marine Science Research—OKEANOS, the University of the Azores, and the Gaspar Frutuoso Foundation actively promote a policy of non-discrimination and equal access; therefore, no candidate may be favored, given preferential treatment, disadvantaged, or deprived of any right, nor exempted from any duty on the grounds of, in particular, ancestry, age, sex, sexual orientation, marital status, family situation, economic status, education, origin or social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs, or union membership.

24. Pursuant to Decree-Law No. 29/2001, of February 3, candidates with disabilities are given preference in the event of a tie, and this preference takes precedence over any other legal preference. Candidates must declare on the application form, under oath, their degree of disability, the type of disability, and the means of communication/expression to be used during the selection process, in accordance with the aforementioned legislation.

25. Pursuant to RU 2016/679 of April 27, 2016, and Law No. 67/98 of October 26, the personal data collected by the entity is intended solely for recruitment purposes. The personal data collected by the entity through this application is intended to assess whether candidates are suitable for the position applied for and to make a preliminary calculation of the salaries, bonuses, and benefits of candidates who are accepted into the recruitment process. The information provided in the application is essential for evaluating candidates; failure to provide it may affect the efficiency and outcome of the respective application. The personal data of unsuitable candidates will be retained by the entity for a period of five years, for the purpose of future hiring. The organization may forward applicants' applications to its own offices or to other entities within the consortium where job openings exist during the aforementioned period. Applicants have the right of access and rectification in accordance with the law. To exercise the right of access, they must submit a written request to the organization's designated representative.

Where to apply

E-mail

marisa.a.gomes@uac.pt

Requirements

Research Field	Biological sciences
Education Level	PhD 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
Street	Rua Frederico Machado nr 4
Geofield	

Contact

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

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