

Reference: EBM 2026_1**Scientific area:** Biological Sciences or related fields**Scientific sub-area:** Veterinary Sciences, Animal Science, Ecology

1. The Board of EBM – Estação Biológica de Mértola Association resolved, at a board meeting, to open an international selection procedure for PhD holders to carry out R&D activities, under an open-ended contract, pursuant to the Labour Code, within the framework of the project R4 R&D – Specialised Human Resources for R&D in the fields of Biodiversity, Agroecology, Bioeconomy and Wild Resources in Mediterranean semi-arid contexts, under operation ALT2030-FSE+-01466100 of the Alentejo Regional Programme ALENTEJO2030. This call is intended to fill one (1) highly qualified position CITE 8 Junior Researcher (Index 33) specialized in integrated wildlife monitoring, to develop an R&D agenda in the area of wild-game resources, with fieldwork experience and integration in research teams in Ecology and Health, aiming at the development and support of research and knowledge and technology transfer in EBM's intervention areas. The researcher to be hired will be tasked with developing R&D and knowledge transfer in new techniques, processes and technologies related to integrated wildlife monitoring, particularly of game species, in diverse areas such as: i) assessment of population density/abundance; ii) demographic characterisation of populations; iii) health monitoring of pathogens of interest for game species; iv) health surveillance of emerging pathogens in the context of climate change and a One Health approach (wildlife, domestic animals, humans and the environment); v) data analysis and statistical modelling; vi) biosafety at the interface between species; vii) integrated and adaptive management of game species; viii) promotion, conservation and enhancement of biodiversity and natural resources. Additionally, the researcher is expected to: support the supervision of students; contribute to cohesion and collaboration within the research group (R&D area), including the organisation of regular group meetings, preparation of project proposals, and the logistical and operational functioning of ongoing research activities; produce technical reports; develop communication and knowledge-transfer actions for the business sector; contribute to the preparation of scientific articles; and collaborate in scientific literacy and science communication initiatives. The work plan will be closely linked to EBM's activities, in close association with its founding and partner institutions, and will be particularly articulated with the programme of the Chair on Hunting and Biodiversity, hosted at EBM.
2. Applicable legislation: Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017, and Regulatory Decree No. 11-A/2017, which establishes a recruitment regime for PhD holders intended to stimulate scientific and technological employment in all areas of knowledge (Legal Regime of Scientific Employment – RJEC); Labour Code, approved by Law No. 7/2009 of 12 February, as currently in force.
3. In accordance with Article 13 of the RJEC, the selection panel is composed as follows: Paulo Célio Alves (Full Professor at the University of Porto and Director of EBM) – Chair; Gonçalo de Mello (Coordinator of the Private Consortium of the Chair on Hunting and Biodiversity, Representative of Herdade Vale de Perditos) – full member; João Queirós (Senior Researcher of the Chair on Hunting and Biodiversity, BIOPOLIS/CIBIO/InBIO) – full member; David Gonçalves (Assistant Professor at the University of Porto and Researcher at CIBIO/InBIO) – alternate member; António Mira (Full Professor at the University of Évora) – alternate member.

4. The workplace is EBM – Estação Biológica de Mértola Association, headquartered in Mértola, and may involve travel and periods of stay at national or foreign partner institutions, in service of or representing the employing entity.

5. The monthly remuneration corresponds to that set out in paragraph (a) of No. 1 of Article 15 of the RJEJ and Article 2 of Regulatory Decree No. 11-A/2017 of 29 December, corresponding to level 33 of the Single Remuneration Table approved by Ordinance No. 1553-C/2008 of 31 December, amounting to €2,351.53.

6. Applicants may be nationals, foreign citizens or stateless persons who hold a PhD degree in Biology, Veterinary Medicine, Animal Science or a related scientific area, and who have a scientific and professional CV demonstrating a profile suitable for the activities to be carried out. If the PhD degree was awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018 of 16 August, and all formalities established therein must be fulfilled by the time the contract is signed.

7. In addition to the general admission requirements defined above, experience in one or more of the following areas will be valued:

1. Use of methodologies to estimate population density/abundance and demographic analysis of wild populations, particularly game species;
2. Health monitoring of pathogens in wildlife, namely in passive and active surveillance of game populations;
3. Integrated and adaptive management of game resources;
4. Promotion, conservation and enhancement of biodiversity and natural resources;
5. Data analysis and statistical modelling;
6. Relevant scientific output;
7. Diplomacy and ability to build good relationships;
8. Ability to secure funding and prepare reports;
9. Problem-solving skills and decision-making ability;
10. Fluency in English (spoken and written).

8. Pursuant to Article 5 of the RJEJ, selection is carried out through assessment of the candidates' scientific and curricular track record, with particular relevance to the last five years.

9. The assessment of the scientific and curricular track record focuses on the relevance, quality and timeliness of:

- a) Scientific, technological or science communication output from the last five years considered most relevant by the candidate;
- b) Applied or practice-based research activities developed and considered of greatest impact by the candidate;
- c) Outreach and knowledge dissemination activities developed, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate;
- d) Activities related to the management of science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad.

10. The five-year period referred to above may be extended by the panel, at the candidate's request, when duly justified by suspension of scientific activity for socially protected reasons, namely parental leave, prolonged serious illness, or other legally protected situations of unavailability for work.

11. Evaluation criteria: In the assessment of candidates' CVs, particularly their scientific experience and merit, the elements presented will be valued, especially those related to the specific areas of the call (see point 1), according to the following criteria:

11.1. Integrated evaluation of the candidate's career trajectory (50%), based on an overall view of scientific merit:

I. Overall scientific coherence of the CV – 15%

II. Diversity and quality of scientific indicators in the specific areas of the call – 25%

III. Participation in research projects and supervision of students – 10%

11.2. Relevant work experience (30%) in:

I. Biodiversity monitoring, demography and population abundance – 10%

II. Health surveillance of pathogens – 10%

III. Integrated and adaptive monitoring of game species – 10%

11.3. Motivation letter (20%)

12. If there are candidates whose scores differ by less than or equal to 10% from the score obtained by the top-ranked candidate, the panel will interview those candidates, up to a maximum of five. The purpose of the interview is to clarify aspects related to research results and activities. The final score assigned by each panel member will comprise: 70% based on the curricular and scientific track record assessment and 30% based on the interview. The jury may not award the position if the expected quality and requirements of candidates are not fulfilled.

13. The final classification system is expressed on a scale from 0 to 100.

14. The panel deliberates by nominal vote, duly justified in accordance with the adopted and published selection criteria; abstentions are not permitted.

15. Minutes are taken of panel meetings, containing a summary of proceedings and the votes cast by each member with their respective justification; these are made available to candidates upon request.

16. After applying the selection criteria, the panel prepares the ranked list of approved candidates with their respective classifications.

17. The panel's final decision is subject to approval by the institution's highest authority, who is also responsible for deciding on the hiring.

18. Formalisation of applications:

18.1. Applications must be submitted electronically via <https://forms.gle/Bgz1RB4xXtGYgXry7> with the following documents in digital format, preferably PDF:

i) Curriculum vitae;

ii) Motivation letter;

iii) Degree certificate;

iv) Any other documents deemed relevant.

18.2. The application period runs from 20 of January to 10 of February 2026. The expected start date of the contract is March 2026.

19. Candidates who submit applications incorrectly, fail to prove the required eligibility criteria, or do not submit all required documents will be excluded. The panel may request, in case of doubt, supporting documents for any declarations made by a candidate.

20. False declarations by candidates will be punished in accordance with the law.

21. The lists of admitted and excluded candidates, as well as the final ranking list, will be posted at the premises of Estação Biológica de Mértola (EBM) and published on its institutional website. Additionally, the lists may be published on the website of the BIOPOLIS Association, as a partner entity within the project. Candidates will be notified by email with proof of delivery.

22. Prior Hearing and deadline for the Final Decision: After notification, candidates have 10 working days to submit comments under the prior hearing procedure. Final decisions of the panel will be issued within 90 working days from the deadline for submission of applications.

23. This call is intended exclusively to fill the indicated vacancy and may be terminated up to the approval of the final ranked list of candidates, lapsing upon the filling of the advertised position.

24. In accordance with the principles applicable to employers under the Labour Code and national legislation on equal opportunities, the institution adopts a policy of non-discrimination and equal access. No candidate may be privileged, benefited, prejudiced or deprived of any right, nor exempted from any duty, on grounds including ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs, or trade union membership.

25. Pursuant to Decree-Law No. 29/2001 of 3 February, candidates with disabilities have preference in cases of equal classification, prevailing over any other legal preference. Candidates must declare in the application form, under oath, their degree of disability, type of disability, and the means of communication/expression to be used in the selection process, in accordance with the aforementioned legislation.

26. This notice was approved by the panel at the meeting held on 15/01/2026.