

#5112

Public Notice - International Selection Procedure

Recruitment of a Research Technician with a Master Degree (employment contract)

FCiências.ID/2025/cE3c/18

FCiências.ID - Associação para a Investigação e Desenvolvimento de Ciências, through its President of the Administration Board, hereby announces the opening of an international call for the recruitment of a Research Technician with a MSc Degree, of the FCiências.ID Science and Technology Management Career, within the scope of the project “LandEX: Melhorar a resiliência da paisagem através da integração de medidas para adaptar e mitigar os extremos hidrológicos” (Ref. Water4All/0005/2022 and DOI identifier <https://doi.org/10.54499/Water4All/0005/2022>), financed by Fundação para a Ciência e a Tecnologia, I.P./MECI, in the form of a(n) full-time definite duration fixed-term employment contract, according to the Portuguese Labour Code and complementary legislation.

I. Admission Requirements

Portuguese nationals, foreign and stateless persons may submit applications to this selection procedure, with a MSc degree* in Environmental Sciences, Water Management, Geophysical Sciences, or associated fields, and fully comply with the following requirements:

- a) Proven experience in carrying out work in Geographic Information Systems (GIS) - information to be provided in the CV and/or in the motivation letter;
- b) Experience in processing and analyzing hydrological data, and in hydrological modeling - information provided in the CV and/or in the motivation letter;
- c) Experience in work/projects in the scientific field of ecohydrology and/or in nature-based solutions (NbS) - information provided in the CV and/or in the motivation letter;
- d) Proficiency in the Portuguese language (at level B2 of the Common European Framework of Reference for Languages, certified with the corresponding diploma, or as a native language), ensuring fluent and confident formal or informal presentations related to the project, as well as interactions with various Portuguese stakeholders - information to be provided in the CV and/or in the motivation letter.

* Please note that Degrees obtained in foreign countries need a Portuguese Recognition issued by a Portuguese high degree Institution, according to the [Decree-Law nr. 66/2018](#), of August 16th and the [Ministerial Order nr. 33/2019](#), of January 25th. The presentation of such Recognition is mandatory for contract signature. More information can be obtained in: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

II. Preferential Requirements

- a) Experience in processing and handling spatial data (GIS-related activities)- information provided in the CV and/or in the motivation letter;
- b) Knowledge and experience in the statistical processing and analysis of hydrological data - information provided in the CV and/or in the motivation letter;
- c) Skills in using the Soil and Water Assessment Tool (SWAT+)- information provided in the CV and/or in the motivation letter;
- d) Skills in using the HEC-RAS hydraulic modelling tool- information provided in the CV and/or in the motivation letter;
- e) Previous professional and/or academic experience in writing scientific articles- information provided in the CV and/or in the motivation letter;
- f) Experience in participating in national and/or international scientific projects in the field of ecohydrology, particularly involving Nature-based Solutions (NbS)- information provided in the CV and/or in the motivation letter;
- g) Proven experience in outreach or dissemination activities in the scientific field(s) relevant to this position, namely ecohydrology, hydrology, and water resources management- information provided in the CV and/or in the motivation letter;

- h) Availability to travel to the study site (Tavira, Algarve) to carry out stakeholder interactions and/or field surveys- information provided in the CV and/or in the motivation letter.
- i) Possession of a valid driving license (category B) and ability to drive commercial vehicles – information provided in the CV.

III. Applicable Law

1. Portuguese Labour Code, as approved by Law No. 93/2019, of September 04th, in its current version (CT);
2. Administrative Procedure Code, as published in Decree-Law No. 4/2015, of January 7th, in its current version (CPA).

IV. Work plan

LandEX aims to improve landscape resilience to hydroclimatic extremes — both floods and droughts — by spatially optimizing a set of adaptation measures within the landscape. The knowledge gaps addressed by LandEX include: (i) how different Nature-based Solutions (NbS) can enhance water retention in the landscape and thus mitigate floods and droughts simultaneously; (ii) how the spatial placement of these measures determines their effectiveness at the landscape level; and (iii) what potential synergies exist to mitigate both floods and droughts through a network of different measures distributed across the landscape.

The LandEX project applies the concept of hydrological connectivity to design spatially explicit adaptation scenarios aimed at retaining available water during wet periods and releasing it during dry periods. To quantify the effectiveness of these scenarios at a regional level, LandEX will employ hydrological modeling. The approach will be tested in five study areas from northern to southern Europe (project partners: Portugal, Spain, the Netherlands, Norway, and Sweden). Focusing on the Algarve's eastern region, the LandEX project aims to achieve the following specific objectives: WP1: Investigate critical locations for flood and drought occurrence, assess the effectiveness of existing NbS for mitigating floods and droughts, and identify potential NbS synergies for dual mitigation. WP2: Co-create spatially viable and potentially effective landscape adaptation scenarios in close collaboration with local and regional stakeholders. WP3: Quantify the effectiveness of flood and drought adaptation scenarios using spatially explicit hydrological models. WP4: Support the development of a toolbox for optimizing landscape resilience to hydroclimatic extremes and visualize scenario results through a mapping interface. WP5: Foster collaborative learning among the five European study areas, enabling the exchange of experiences and the definition of innovative sets of adaptation measures.

The work plan to be carried out includes the following tasks:

1. Optimization of the hydrological model for the Gilão River Basin, based on feedback from regional workshops and integration of adaptation scenario effects (WP2 and WP3);
2. Comparison of different approaches and resulting models for the Gilão Basin (WP2 and WP3);
3. Organization and participation in Regional Workshop II: presentation of model results (WP2 and WP3);
4. Development of new adaptation scenarios considering climate change scenarios through co-learning (WP3 and WP4);
5. Modelling of spatial simulations of climate change scenarios (WP3 and WP4);
6. Contribution to the final project event (WP5);
7. Communication and coordination with other involved partners to integrate results at the European level (WP5).

The work plan includes field visits to the Algarve for project development.

V. Composition of the Jury

The members of the jury are:

- President – Cristina Antunes;
- 1st Member of the jury – Pedro Pinho;
- 2nd Member of the jury – Sergio Chozas;
- 1st Alternate Member of the jury – Maria Alexandra Oliveira;
- 2nd Alternate Member of the jury – Andreia Anjos.

VI. Place of work

Work will be developed at the facilities of Research Center CE3C – Centre for Ecology, Evolution and Environmental Changes, in Campo Grande, Lisboa, Portugal.

VII. Contract Duration

The full-time indefinite duration fixed-term employment contract, on an exclusive regime, is expected to start in December 2025, and will last until the Work Plan referred to in section IV is completed. It will have an expected duration of 15 months, will not exceed the limits set in the RCD, including an initial experimental trial period of 30 days.

VIII. Monthly Allowance

The gross monthly salary corresponds to 1.337,30 Euros, on an exclusive regime, which complies with one of the Levels of the Salary Table (NTS) for a Research Technician, in step 4 level 14, equivalent to the same level of the Single Remuneratory Table, as approved by Government Order No. 1553-C/2008, of December 31st, in its current version, on which legal discounts will apply, plus holiday and Christmas allowances, as well as food allowance in the amount and conditions set out for workers with a legal employment relationship under the Labour Code.

IX. Evaluation of applications

1. Failure to comply with the Admission Requirements implies the non-admission of candidates in absolute merit.
2. The final classification of candidates is given on a scale of 0 to 100%.
3. Based on the assessment of the candidates' scientific and curricular background, each member of the jury presents a justified proposal for admission (final classification equal to or greater than 65%) or exclusion (final classification below 65%) for each candidate, according to the evaluation criteria referred to in no. 4.
4. Evaluation of the relative merit of candidates, will rely on the following criteria:
 - a) Participation in relevant scientific projects in the area of water management and/or eco-hydrology - 20%;
 - b) Scientific publications in the area – 20%;
 - c) Letter of motivation – 20%;
 - d) Activities for the dissemination and communication of knowledge, particularly in the context of promoting scientific practices, sustainable water resources management, climate adaptation tools, and nature-based solutions - 20 %;
 - e) Assessment of the selected publications relevant for the objectives of the Work Plan – 20%;
 - f) Interview, if deemed necessary by the jury – 10%.
5. The jury may decide to interview the 2 best ranked candidates [in criteria a) to e) of no. 4], for clarifications and improved explanations of curricular elements. If there is an interview, the sum of the classification obtained in the evaluation criteria a) to e) will correspond to 90% of the final classification and the interview will correspond to 10%.
6. The jury shall deliberate by means of a roll-call vote based on the evaluation criteria.
7. Minutes of the jury meetings are drawn up, summarizing all relevant elements considered by jury members, as well as their individual votes and justifications.
8. After completion of the evaluation process, the jury will draw up a ranking of successful candidates with their classifications.
9. Hiring will be decided by the Chairman of the Board of Directors of FCiências.ID, based on the final jury recommendation.

10. The candidates will be individually notified of the evaluation results by e-mail sent to the address indicated in the "Personal Data" section of the submitted form.
11. With the notification referred to in no. 10, the hearing phase of interested parties referred to in Article 121 *et seq.* of the CPA will begin, and last for ten working days.
12. The possible pronouncement of the candidate in a prior hearing must be addressed to the President of the jury and submitted in writing to concursos@fciencias-id.pt. The President of the jury will convene a jury's meeting to produce the final decision, within thirty working days.
13. Within five working days of the final jury decision, the Chairman of the Board of Directors of FCIências.ID will approve it and the candidates will be notified.
14. The communication between FCIências.ID (concursos@fciencias-id.pt) and the candidates will be electronic and will comply with the following rules:
 - a) At the time of electronic submission of any document - namely in the case of no. 12 - the candidates must generate proof of "sent message".
 - b) FCIências.ID will send an email message acknowledging documents received to the email address used by the candidates, within two working days.
 - c) In case of absence of a confirmation receipt by FCIências.ID – showing the possibility of technical problems that should neither be the responsibility of the candidate nor FCIências.ID - the candidates should contact FCIências.ID, with the proof referred to in point (a), to ensure delivery and proper receipt of the documents concerned.

X. Processing of personal data

1. FCIências.ID - Associação para a Investigação e Desenvolvimento de Ciências, as the responsible for processing the personal data, in accordance with the [General Data Protection Regulation](#), collects and processes the personal data requested in the context the job application, under paragraphs b) and c) of Article 6.1 of the General Data Protection Regulation (RGPD).
2. The personal data shall be kept for the period necessary for the execution of the purposes for which they are intended, and the processing and protection, in an appropriate and diligent manner, of the confidentiality and integrity of such data shall be ensured through appropriate technical and organisational measures.
3. Personal data may be transmitted to third parties, namely the entity funding the research project, solely for the purposes specifically established. In this sense, whenever necessary the transfer of personal data to countries outside the European Union and/or international organizations, compliance with the applicable legal provisions shall be ensured.
4. You have the right to request access, rectification, erasure, limitation of processing, the right to object and also data portability (if technically feasible) by sending an e-mail to: dpo@fciencias-id.pt. You also have the right to lodge a complaint with the National Data Protection Commission.
5. For more information, we recommend that you consult the Internal Rules of Data Protection of FCIências.ID - Association for Research and Development of Sciences at <https://fciencias-id.pt/>.

XI. Compliance with public policies

1. FCIências.ID actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived of any right or exempt from any duty due to, *inter alia*, ancestry, age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.
2. Under the terms of D.L. No. 29/2001, of February 3rd, a disabled candidate has a preference in equal classification, which prevails over any other legal preference. Candidates must declare their respective degree of disability, the type of disability and the means of communication / expression to be used in the selection process, under the terms of the above-mentioned diploma.

XII. Submission of Applications

1. The present call will be open from the 3th of November 2025 to the 14th of November 2025.
2. The application and all the required documents must be submitted in Portuguese or English.
3. Applications will be submitted online, through the electronic platform of FCIências.ID (<http://concursos.fcencias-id.pt>).
4. On the electronic platform, applicants will complete a mandatory section on Personal Data [name, address, date of birth, contact email, nationality and scientific identifiers] and upload files with the documents listed below:
 - i. Detailed curriculum vitae in PDF format - mandatory;*
 - ii. A motivation letter clearly demonstrating that the candidate has an adequate profile for the position and fully complies with the Admission Requirements - mandatory;*
 - iii. Up to five publications relevant for the objectives of the for the objectives of the Work Plan - mandatory;*
 - iv. Certificate of proficiency in Portuguese at level B2 of the Common European Framework of Reference for Languages (CEFR) - mandatory for non-native candidates*
 - v. Digital copies of documents proving formal academic degrees required in the call and/or other scientific and professional qualifications - original documents must be provided in case of actual recruitment - mandatory;*
 - vi. Other documents that candidates consider relevant for the assessment of their scientific merit, or to declare the personal situation in the cases covered in section XI-2 of this Notice - optional.*
5. By decision of the Chairman of the Board of Directors of FCIências.ID, candidates who do not submit the documents identified in no. 4 will not be admitted to the call. In case of doubts, the Chairman may also invite candidates to substantiate specific data or statements with official supporting documents, before accepting the candidates' submission.

This Public Note was approved by the jury on the 30th of October 2025.