Notice No. 26/2026

Notice of Call for Applications for 1 (one) Postdoctoral Research Fellowship (BIPD) in the scientific field of Marine Sciences - OKEANOS

The University of the Azores opens a call for the award of 1 (one) post-doctoral research grant, hereinafter referred to as BIPD, in the scientific field of Marine Sciences, within the scope of the project FAITH – *From active to inactive: biodiversity and functional Trends of deep-sea Hydrothermal vents – development of Tools for vulnerable marine ecosystem conservation* (Ref. 2025.07521.PRIZE), funded by the Fundação para a Ciência e Tecnologia (FCT), under the FCT Research Grants Regulation (RBI) and the Research Grant Holder Statute (EBI).

1. SUBMISSION OF APPLICATIONS

The call is open for 10 working days, starting from the day following the publication of this notice.

Applications and the supporting documents specified in this Call for Applications must be submitted, mandatorily and exclusively, by email to the following address: maria.aa.colaco@uac.pt , to the attention fo the President of the Panel, with copy to sandra.eg.silva@uac.pt and svct.expediente@uac.pt, stating the reference of the call in the subject line.

Each applicant may submit only one application; failure to comply will result in the cancellation of all submitted applications.

Providing false statements or committing acts of plagiarism on the part of the applicants shall constitute grounds for the cancellation of the application, without prejudice to the adoption of other sanctionary measures.

2. TYPE AND DURATION OF THE GRANT

The post-doctoral research grant (BIPD) is intended to fund the performance, by the grant holder, of research activities at the Institute of Marine Sciences - OKEANOS, of the University of the Azores.

The grant to be awarded will be of the 'grant in Portugal' type, taking place entirely at the University of the Azores.

The grant is awarded for an initial period of 24 (twenty-four) months and may be renewed for additional periods up to the maximum limit of 3 (three) years, subject to compliance with the requirements stipulated in Article 15 of the RBI.

3. GRANT RECIPIENTS

The post-doctoral research grant (BIPD) is intended for the carrying out of R&D activities by holders of a doctoral degree in the scientific field of Marine Sciences, with the work plan taking place at the Institute of Marine Sciences – OKEANOS.

4. CANDIDATE ELIGIBILITY

The following individuals may apply to this call:

- National citizens or citizens of other Member States of the European Union;
- Citizens of third States;
- Stateless persons;
- Citizens holding political refugee status.

To apply for the BIPD, the following requirements must be met:

- PhD in Biology, Marine Biology, Ecology, Oceanography, Marine Sciences, or a related scientific field;
- Proven experience in marine community ecology;
- Experience in quantitative ecological analysis;
- Experience in programming and statistical analysis using R or an equivalent environment;
- Experience in analysing biodiversity and/or community structure;
- Proficiency in English reading, writing, and speaking, sufficient for international scientific communication;
- Not having benefited from research grants directly or indirectly funded by the FCT, awarded under the Research Grant Holder Statute;
- Not having carried out the research work that led to the award of the PhD degree at the Institute of Marine Sciences – OKEANOS;
- Not exceeding, with the signing of the grant contract in question, including potential renewals, an accumulated period of three years in this type of grant, consecutive or interpolated;
- The PhD degree must have been obtained in the three years prior to the date of submission of the grant application.

5. ADMISSIBILITY OF APPLICATIONS

Under penalty of non-admission to the call, it is essential to attach the following documents to the application:

a) Copy of the qualification certificate(s) proving ownership of the required degree;

b) If applicable, the record of recognition of the foreign academic degree with the conversion of the final classification to the Portuguese classification scale, in the case of academic degrees awarded by foreign higher education institutions. Candidates who do not yet hold this document may submit a declaration of honour (in accordance with the template attached to this notice), with the verification of this condition taking place only during the grant contracting phase. Regarding this matter, consulting the DGES portal via the following address is recommended: http://www.dges.gov.pt;

c) Detailed *curriculum vitae*, duly dated and signed, stating academic qualifications, professional background and experience (with express indication of duties performed and respective duration), as well as professional

training attended (specifying promoting entities, dates, and respective duration), accompanied by copies of certificates proving participation in the training courses;

d) Copy of identification document;

e) other documents deemed relevant.

6. WORK PLAN TO BE DEVELOPED

The fellow will conduct research related to the characterization of biodiversity, functional diversity, connectivity, and temporal dynamics of deep-sea macro and megafauna communities, using image data collected during current and past oceanographic expeditions.

The primary objective of the proposed work plan will be:

- To assess the biodiversity of macro- and megafauna communities associated with active, inactive, and satellite hydrothermal vents;
- To characterize patterns of alpha and beta diversity and differences in community composition across habitats;
- Assess patterns of co-occurrence and ecological connectivity among different hydrothermal systems;
- Characterize the functional diversity of communities through the ecological and morphological attributes of species;
- Calculate and interpret functional diversity indices, including metrics of functional richness, evenness, and dispersion;
- Identify species and functional groups that are potentially vulnerable to disturbances associated with deep-sea mineral resource mining, considering their ecological role, distribution, habitat dependence, and resilience;
- Analyze changes in community composition and structure over time by comparing images and data from different oceanographic surveys;
- Integrate information from high-resolution images and three-dimensional models to characterize the spatial distribution of fauna and changes in community structure;
- Assess patterns of persistence, species replacement, colonization, local loss, and community resilience in the face of environmental changes and potential anthropogenic pressures.

The scientific supervision of the grant holder to be hired will be the responsibility of Dr Maria Ana Almeida Colaço.

7. EVALUTION CRITERIA

The evaluation considers the merit of the candidate with regard to their academic background and curriculum vitae.

The selection methods to be used are:

1. **Curriculum Evaluation (CE) – 100%**

The evaluation of candidates will consist of the following components:

a) **Scientific merit and academic background:** 20%

b) **Experience in community ecology, biodiversity, and quantitative analysis:** 30%

c) **Experience in data analysis, R, underwater imaging, and/or 3D modeling:** 30%

d) **Alignment of the candidate's profile with the research plan and motivation**: 20%

The final score for the academic evaluation will be calculated using the following formula:

Academic Evaluation = 0.20A + 0.30B + 0.30C + 0.20D

The Curriculum Evaluation grade will be expressed on a scale from 0 to 20.

In the event of a tie, the tiebreaker will be determined by consideration, in the following order:

1. Higher score on criterion B;
2. Higher score on criterion C.

Candidates who obtain a final score of less than 14 (fourteen) points will not be selected for the award of the grant, with the Jury reserving the right not to award the grant if none of the candidates reaches the aforementioned minimum score.

Important notice for applicants with degrees awarded by foreign higher education institutions:

- Applicants with degrees awarded by foreign higher education institutions may apply and will be evaluated using the same criteria as applicants with degrees awarded by Portuguese institutions.
- For applicants with recognized foreign degrees who do not present proof of conversion of the final classification to the Portuguese classification scale, the conversion of the final classification to the Portuguese scale will be calculated using the following formula:

$$C_{\text{final}} = \left[\frac{C - C_{\text{min}}}{C_{\text{max}} - C_{\text{min}}} \times 10\right] + 10$$

where:

- C_{final} = final classification converted to the Portuguese scale;
- C = final classification of the foreign academic degree or diploma;
- C_{min} = minimum passing grade on the foreign final classification scale;
- C_{max} = maximum grade on the foreign final classification scale.

- In any case, grant contracts with applicants holding degrees awarded by foreign institutions will only be concluded upon presentation of proof of recognition of the academic degrees and conversion of the final classification, as indicated above.

8. EVALUTION

The applicant evalution panel is composed of the following members:

Effective members:

- Doutora Maria Ana Almeida Colaço, serving as President of the Panel;
- Professora Maria Manuela Juliano, serving as effective member of the panel;
- Doutora Daphne Valerie Cuvelier, serving as effective member of the panel.

Alternate member:

- Doutora Monica Almeida e Silva, serving as alternate member of the panel.

The evaluation panel will assess the applications in accordance with the evaluation criteria contained in this Call for Applications, weighing the assessment elements.

All panel members, including the president, undertake to respect a set of core responsibilities essential to the evaluation process, such as the duties of impartiality, declaration of potential conflict of interest situations, and confidentiality. Members of the evaluation panel may not act as supervisors for applications submitted to the call. At all stages of the evaluation process, confidentiality is fully protected and ensured to guarantee the independence of all reports produced.

For each application, a final evaluation form will be produced by the panel, presenting in a clear, coherent, and consistent manner the arguments that led to the scores assigned to each of the evaluation criteria and sub-criteria.

Minutes of the evaluation panel meetings will be produced, for which all its members are responsible.

9. DISCLOSURE OF RESULTS

The evaluation results will be communicated via email to the email address provided by the applicant in their application and will be published on the UAc website at https://uac.pt/pt-pt/recrutamento.

10. DEADLINES AND PRIOR HEARING PROCEDURES

Following the communication of the provisional list of evaluation results, applicants have a period of 10 working days to, if they so wish, submit their comments in a prior hearing of interested parties, pursuant to Articles 121 et seq. of the Code of Administrative Procedure (*Código do Procedimento Administrativo*).

11. GRANT AWARD REQUIREMENTS

Research grant contracts will be signed directly with the University of the Azores.

The following documents must mandatorily be submitted, upon the eventual award of the grant, for contracting purposes:

a) Copy of civil, tax, and, where applicable, social security identification document(s);

b) Copy of the qualification certificates for the academic degrees held, namely the Doctoral Degree (PhD) in the scientific field of Marine Sciences;
c) Presentation of the record of recognition of foreign academic degrees and conversion of the respective final classifications to the Portuguese classification scale, where applicable;
d) Updated document proving compliance with the exclusive dedication regime (template to be provided by UAc).

The awarding of the grant is further conditional upon:

- Compliance with the requirements set out in this Notice of Call for Applications;
- The result of the evaluation.

Failure to submit any of the documents required to complete the grant contracting process within 6 months from the date of communication of the conditional grant award decision shall result in the forfeiture of the said award and the closure of the process, as provided for in Article 14(6) of the RBI.

12. FUNDING

Payment of the grant will commence following the return by the candidate of the duly signed grant contract, which must occur within a maximum period of 15 working days from the date of its receipt.

The scholarship awarded through this call for applications will be funded by the Belmiro de Azevedo Foundation and the Foundation for Science and Technology as part of the FAITH project.

13. GRANT COMPONENTS

The grant holder is awarded a monthly maintenance allowance in accordance with the terms and values specified in the table in Annex I of the FCT Research Grants Regulation (RBI) and its updates, plus the tuition fee component, the payment of which is made directly by the University of the Azores.

All grant holders benefit from personal accident insurance coverage for research activities, pursuant to Article 21 of the RBI.

All grant holders who are not covered by any social protection scheme may ensure the exercise of their right to social security by joining the voluntary social insurance scheme (*seguro social voluntário*), under the terms of the Code of Contributory Regimes of the Social Security Welfare System, with UAc covering the costs resulting from contributions within the terms and limits set out in Article 10 of the EBI.

14. PAYMENTS OF GRANTS COMPONENTS

Payments due to the grant holder are made monthly by bank transfer to the account identified by the grant holder.

15. NON-DISCRIMINATION AND EQUAL ACCESS POLICY

UAc promotes a policy of non-discrimination and equal access, meaning that no candidate may be privileged, benefited, prejudiced, or deprived of any right or exempted from any duty on the grounds of, in particular, ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, and trade union membership.

16. APPLICABLE LEGISLATION AND REGULATIONS

The Call is governed by this Notice of Call for Applications, by the FCT Research Grants Regulation, approved by Regulation No. 950/2019, republished in the 2nd Series of the *Diário da República* of 7 January 2026, annexed to Notice No. 412/2026/2, by the Research Grant Holder Statute, approved by Law No. 40/2004 of 18 August, as currently amended, and by all other applicable national and EU legislation.

17. ANNEXES TO THIS NOTICE

Pursuant to Article 6(2) of the Research Grant Holder Statute (EBI), the templates for the grant contract and the final activity report to be prepared by the grant holder and the scientific supervisor, as well as the respective evaluation criteria, are annexed to the Portuguese version of this notice published on the official UAc website.

The template for the declaration of honour, applicable to candidates who do not yet hold the recognition of their academic degrees under the terms provided for in Article 10(2) of the FCT Research Grants Regulation (RBI-FCT), is annexed to this notice.

Ponta Delgada, November 2026

Vice-Rector for Science, Entrepreneurship and Innovation

Assinado por: **Artur José Freire Gil**
Num. de Identificação: 10919665
Data: 2026.11.16 11:17:15-01'00'

Artur José Freire Gil

CHAVE MÓVEL

ANNEXE I

Declaration of Honour

Academic Qualifications

I, _____(full name), applicant for the cal for the award of a _____(type of grant), within the scope of project _____(project name or reference), published on the website of the University of the Azores under reference _____ (notice reference), declare under penalty of perjury that I completed the academic degree of _____, qualifying me for the type of grant under competition, namely the degree programme in _____, awarded by _____ (degree-awarding university),on __/___/_____, with a final grade average of _____ points on the scale of ____.

As I am unable to present the record of recognition of the foreign academic degree with the conversion of the final classification to the Portuguese classification scale at this stage, I declare that I commit to presenting the said document upon the signing of the grant contract, in the event that I am selected for the position under competition.

As this is true, I hereby date and sign this declaration.

Location, _____, _____ _____

The applicant:

_____

(Signature)

NOTE: The declaration can only attest to facts that occurred prior to the application.

In the event of any discrepancy between the information contained in the declaration and the documentation presented for the purpose of signing the contract, only the information contained in the latter will be considered.