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Job offer



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[University of Trás-os-Montes and Alto Douro](#) | Posted on: 18 September 2025

International selection procedure for the recruitment of a Junior Researcher – PAINLESSFISH project (one position | Biological Sciences, Health Sciences or related scientific area | reference OE202509/0519)

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18 Sep 2025

Job Information

Organisation/Company	University of Trás-os-Montes and Alto Douro
Department	Research Support Office
Research Field	Biological sciences
Researcher Profile	Recognised Researcher (R2)
Positions	Postdoc Positions
Country	Portugal
Application Deadline	1 Oct 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Temporary
Job Status	Full-time
Hours Per Week	35
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

1. By my order of 9th September 2025, in the exercise of my powers, pursuant to the provisions of Article 92, in point d), number 1 of Law No. 62/2007 of 10 September and Article 30, in point j), number 1 of the UTAD Statutes, approved in the annex to Normative Order No. 5/2019, published in the Diário da República, 2nd series, No. 52, of 14 March, it was decided to open an international selection competition for one (1) doctoral position for the performance of scientific research activities in the scientific area of Biological Sciences, Health Sciences or a related scientific area, under a fixed-term public service employment contract for a period of thirty-six months, which may be renewed in accordance with the provisions of Article 6, number 2, of Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July, which approves the regime for hiring PhD graduates aimed at stimulating scientific and technological employment in all areas of knowledge, hereinafter referred to as RJEC, with a view to developing research activities within the scope of the research project "PAINLESSFISH - Improving fish welfare in aquaculture with natural analgesics", no. 15468, operation code COMPETE2030-FEDER-00915000", funded by the SACCCT Programme – Scientific Research and Technological Development Projects (IC&DT) - Individual and Co-promotion Operations and national funds.

2. Applicable legislation: Decree-Law No. 57/2016, of 29 August, as amended by Law No. 57/2017, of 19 July, which approves a regime for hiring PhDs aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC); Regulatory Decree No. 11-A/2017, of 29 December; General Law on Public Service Employment (LTFP), approved as an annex to Law No. 35/2014, of 20 June, in its current wording.

3. Pursuant to Article 16 of Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July, this tender procedure is exempt from authorisation by the members of the Government responsible for finance and public administration, namely that referred to in Article 7, number 3 of the LTFP; from obtaining the prior favourable opinion of the members of the Government responsible for finance and public administration, referred to in Article 30, number 5 of the LTFP, and from the procedure for recruiting workers undergoing retraining, referred to in Article 265 of the LTFP.

4. In accordance with Article 13 of the RJEC, the selection board shall be composed as:

President – Carlos Alberto e Silva Venâncio, Assistant Professor at the University of Trás-os-Montes and Alto Douro;

Effective Member – Paulo José Pinto Rema, Associate Professor with aggregation from the University of Trás-os-Montes and Alto Douro;

Effective Member – Luis Miguel Joaquim Marques Antunes, Associate Professor with aggregation at the University of Trás-os-Montes and Alto Douro;

Substitute Member – José António Oliveira e Silva, Assistant Professor at the University of Trás-os-Montes and Alto Douro;

Substitute Member – Ana Catarina Gonçalves Luzio, Assistant Professor at the University of Trás-os-Montes and Alto Douro.

5. The work will be developed at the University of Trás-os-Montes and Alto Douro.

6. The monthly remuneration to be awarded is that provided for in Article 15, point a), number 1 of the RJEC, and the initial level provided for in 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.

7. Work plan: The researcher is expected to carry out their research and development (R&D) activities within the scope of the PAINLESSFISH project - Improving the welfare of fish in aquaculture with natural analgesics. The following R&D activities are to be emphasised:

- Participating in the reproduction and maintenance of zebrafish for testing;
- Evaluating the potential analgesic properties of various natural compounds using physiological and behavioural parameters and determining effective concentrations in zebrafish larvae 5 days after fertilisation (dpf);
- Verify the cellular and biochemical changes that occur during harmful stimuli with or without the presence of natural analgesics using spectrophotometry techniques;
- Evaluate the analgesic properties of the most promising natural compounds in adult zebrafish, repeating the procedures and determinations performed on the larvae;
- Evaluate the analgesic efficacy of the most promising natural compound and analgesic protocol in adult rainbow trout;
- Integrate and disseminate the results, particularly through the publication of articles in specialised scientific journals;
- Participate in project management and write technical and scientific reports.

8. The applicants might be national, foreign and stateless candidates holding a doctor degree in Biological Sciences, Health Sciences or related scientific area, and have a scientific and professional curriculum suitable for the activity to be developed. The following conditions are mandatory:

a) At the time of application, applicants shall hold a Ph.D. in the above-mentioned scientific areas;

b) Proven experience, including publications in scientific journals with international arbitration, in the areas of the project, namely veterinary sciences, animal science, biological sciences, health sciences or related areas.

- c) Have skills in laboratory animals, namely have completed FELASA C training and proven experience in conducting research with fish and zebrafish larvae.
- d) Experience in the tasks to be performed in the project, in the use of natural compounds and work in analgesia and anaesthesia, namely in in vivo trials, testing with the administration of substances in animals, evaluation of physiological parameters and behavioural analysis, collection and processing of biological samples for biochemical and histological analysis, and also performing spectrophotometric determinations;
- e) Experience in managing and participating in scientific project research teams;
- f) Fluency in English;
- g) Immediate availability to work at UTAD (in Vila Real).

Holders of a doctoral degree awarded by a foreign higher education institution must have the equivalence or recognition or registration of that degree to an identical degree granted by a Portuguese university. Candidates who do not yet hold the equivalence or the recognition or registration of the degree must apply for the recognition of the doctoral degree, in accordance with Decree-Law no. 66/2018, of 16th August, and this recognition must be obtained by the deadline that will be granted to the candidate selected to occupy the job position, to proceed with the delivery of the documentation proving that he/she meets the requirements for admission to the competition, being consequently eligible to enter into the respective employment contract in public functions.

9. General requirements for admission to the competition are those defined in Article 17 of the LTFP.

10. In terms of the article nr. 5 of the RJEC, the selection is made through the evaluation of the scientific and curricular careers of the candidates.

11. The evaluation of the scientific and curricular path, focuses on relevance, quality and current relevance of:

- a) The scientific production on the last five years considered to be more relevant by the candidate;
- b) The applied or practice-based research activities developed over the last five years and considered as having the greatest impact by the candidate;
- c) The skills revealed in point nr. 8.;
- d) The activities of outreach and dissemination of knowledge developed in the last five years, namely in the context of the promotion of culture and scientific practices, considered most relevant by the candidate.

12. The period of five years referred in the previous paragraph may be amplified by the jury, under request of the candidate, when the suspended scientific activity is justified with socially protected reasons, namely of parental leave, prolonged severe illness, and other situations of work unavailability legally defined.

13. The evaluation criteria are:

C1) Evaluation of the applicant's scientific activity in the last five years, based on an overview of the merit of his / her scientific and curricular career, namely the coherence and quality of the CV, as well as the diversity and quality of scientific indicators, including articles in high impact international scientific journals, books and book chapters, internships and further academic and / or scientific training, in particular indicators related to the requirements set out in point nr. 8.

C2) Evaluation of the professional activities developed in the last five years and considered of greatest impact by the applicant, in particular those activities related to the requirements presented in point nr. 8.

C3) Interview conducted by the jury to the candidate to find out, among other things, their motivations for taking part in this project.

14. The final classification of the candidates is expressed on a scale of 0 to 20, considering the valuation up to the hundredths. The final classification (CF) is obtained by the following formula:

$$CF = C1(60\%) + C2(30\%) + C3(10\%)$$

The sub criteria will be valued as follows:

Valuation of C1: Scientific activity (60%):

- Articles in specialized peer-reviewed and indexed journals: 40%;
- Oral Scientific communications: 2.5%;
- Scientific communications in poster: 2.5%;

- Membership in scientific projects: 10%;
- Complementary academic and / or scientific training: 2.5%
- Awards and distinctions: 2.5%

Valuation of C2: Professional activity (30%):

- Relevant professional experience: 25%
- Dissemination and outreach activities: 5%

Valuation of C3: Interview (10%):

- Candidate's motivation for the activities to be performed: 10%

15 - The jury deliberates by means of a grounded nominal vote, according to the adopted and published selection criteria; abstentions are not allowed.

16 - Minutes shall be taken of the jury meetings, containing a summary of what occurred, as well as the votes issued by each member and respective justifications, and they shall be made available to the candidates whenever requested.

17 - After concluding the application of the selection criteria, the jury shall prepare the ordered list of the approved candidates with the respective classification.

18 - The jury's final deliberation shall be ratified by the institution's highest authority, who is also responsible for deciding on the hiring.

19 – Formalising the application:

19.1 - Candidates must access and register on the UTAD Electronic Platform for the Management of Competitive Procedures, <https://recrutamento.utad.pt/> , in order to submit their application, selecting the competitive procedure they wish to apply for by the last day of the competition's opening deadline, which is set at 10 working days after publication.

19.2 The application must be accompanied by documents proving the conditions set out in points 8 and 9 for admission to this competition, namely:

- a) Letter of motivation;
- b) Copy of the certificate or diploma of the doctoral degree;
- c) Doctoral thesis;
- d) Detailed and structured curriculum vitae in accordance with the items in points nr. 10 and 11;
- e) Other documents relevant to the evaluation of the qualification.

20 - Applicants are excluded from admission to the tender if they formalize their application incorrectly or do not prove the requirements demanded in the present tender. In case of doubt, the jury has the faculty to demand from any candidate the presentation of documents supporting his declarations.

21 - Any false statements made by the candidates shall be punished under the terms of the law.

22. The list of admitted and excluded candidates as well as the final ranking list shall be posted at UTAD's premises - Human Resources Services (SRH), and published on the website <https://www.utad.pt/srh> . Candidates shall be notified by email with a receipt of delivery of the notification.

23 - Prior hearing and deadline for the final decision: In accordance with article 121st of the Administrative Procedure Code, after having been notified, the candidates have 10 working days to state their opinion. Within 90 days, counted from the deadline for the submission of applications, the jury's final decisions are made.

24 - The present competition is exclusively aimed at filling the indicated vacancy and may be terminated until the homologation of the candidates' final ranking list and expires with the respective occupation of the job position on offer.

25 - Policy of non-discrimination and equal access

The University of Trás-os-Montes and Alto Douro actively promotes a policy of non-discrimination and equal access, whereby no candidate may be privileged, benefited, prejudiced, or deprived of any right or exempt from any duty due to, namely, ancestry, age, gender, sexual orientation marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership.

26 - Under the terms of Decree-Law no. 29/2001, of 3rd February, the disabled candidate has preference in equal classification, which prevails over any other legal preference. Candidates must declare in the application form, under oath, their 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.

17th September 2025. The Rector, Emídio Ferreira dos Santos Gomes

Where to apply

Website <https://recrutamento.utad.pt/>

Requirements

Research Field Biological sciences

Education Level PhD or equivalent

Additional Information

Work Location(s)

Number of offers available 1

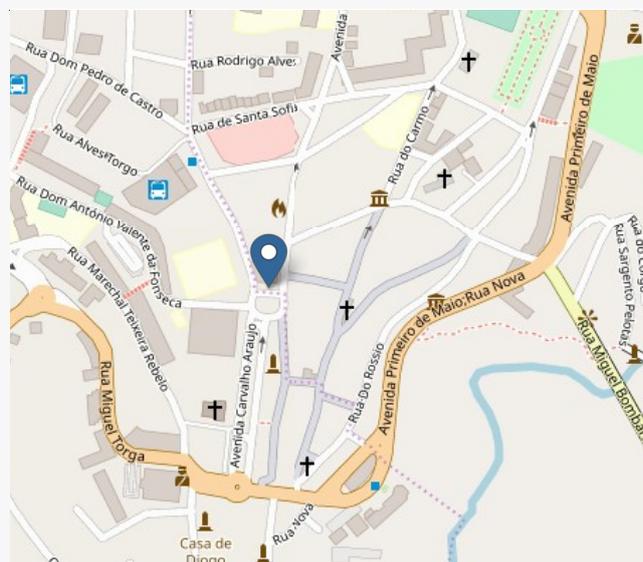
Company/Institute University of Trás-os-Montes and Alto Douro

Country Portugal

City Vila Real

Postal Code 5000-801

Geofield



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