



NOTICE OF OPENING OF AN INTERNATIONAL CALL FOR THE SELECTION OF A PhD HOLDER RESEARCHER UNDER DECREE-LAW NO. 57/2016

Internal code: **Researcher/COMPETE2030_FORTIFISH/i3S/2811/2025**

A call is opened for the position of a PhD holder, for an unfixed term work contract to carry out research duties within the **FORTIFISH** project, No. 21286, Operation No. MPr-2024-9-21286 (COMPETE2030-FEDER-02232500, LISBOA2030-FEDER-02232500, ALGARVE-FEDER-02232500), co financed by the European Union through the Algarve 2030, Lisboa 2030 and COMPETE 2030 Operational Programs, in the framework of Portugal 2030.

Scientific Area: Animal and Veterinary Sciences

1. Project summary and work plan

Mitigating the effects of stress in early-life stages of fish is a critical challenge for the aquaculture industry and biomedical research using zebrafish as an experimental model. In this regard, the FORTIFISH project aims to develop fortified functional foods that promote the well-being and health of marine fish and zebrafish. This innovative project focuses on formulating foods fortified with bioactive peptides capable of reducing the impact of stress factors and improving production efficiency from the early stages of fish development. The FORTIFISH functional solution aims to optimize animal welfare and fish farming practices in aquaculture, targeting commercialization, as well as the biomedical industry, through zebrafish. The contracted researcher will be responsible for testing and demonstrating the efficacy of these fortified foods in reducing stress in zebrafish and their potential use in reducing pain after painful procedures. Stress and pain induction protocols will be implemented for subsequent behavioral analysis. The researcher will also provide support in project and people management.

2. Applicable Portuguese legislation

Decree No. 57/2016, of August 29 – Legal Framework for Scientific Employment (RJE) – in its current version.

Portuguese Labor Code, in its current wording.

3. Jury

Chairman: Anna Olsson; Other Members: José Bessa, Fábio Ferreira; Substitute: Fábio Teixeira.

4. Workplace

i3S - Rua de Alfredo Allen, 208 Porto, research group research group Laboratory Animal Science.

INSTITUTO
DE INVESTIGAÇÃO
E INOVAÇÃO
EM SAÚDE
UNIVERSIDADE
DO PORTO

Rua Alfredo Allen, 208
4200-135 Porto
Portugal
+351 226 074 900
info@i3s.up.pt
www.i3s.up.pt



5. Professional category and monthly remuneration

Assistant Researcher

€ 3.501,28, corresponding to index 195 of the *Carreira de Investigação Científica*, whose application is intended for PhD holders with post-doctoral experience.

6. Obligatory requirements for admission

- a) PhD degree in biomedical science, veterinary sciences or a related area;
- b) Motivation Letter in English;
- c) Relevant publication record demonstrating research expertise in zebrafish behavior and welfare;
- d) Extensive hands-on expertise in experimental research with zebrafish, especially behavior and welfare;
- e) Proven experience in project management including management of research personnel;
- f) Fluency in written and spoken English;
- g) Good teamwork and interpersonal skills;
- h) Immediate availability to start the contract.

7. Evaluation of the applications and publication of the results

The evaluation of the scientific and curricular background of the candidates should focus on the activity of the last five years that the candidate considers most relevant. The five-year period may be extended by the jury, at the candidate's request, when justified by suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work that are legally protected.

Weight of the different curricular valuation criteria:

- a) Detailed Curricula (75%);
- b) Motivation Letter in English (25%).

Candidates who submit their application incorrectly or fail to meet the required qualifications for this competition will be excluded from admission. The jury reserves the right to request any candidate, in case of doubt, to provide supporting documents for their statements.

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

The jury will draw up minutes of its meetings, which can be consulted at the candidate's request within 10 working days after the selection results are released.

The jury deliberates by means of a reasoned vote according to the evaluation criteria, with no abstentions allowed, and draws up a list of excluded and admitted candidates, ordered by respective classification.

All candidates are notified of the selection results by email. After notification, candidates have 10 working days to comment.



In the 90 days following the deadline for submission of applications, the jury's final decision is communicated to the candidates. Subsequently the institute Director, who is also responsible for the final decision of hiring, will ratify the decision of the jury.

This call is intended exclusively to fill the indicated position on offer and may be canceled before the final ranking list of candidates is ratified by the Director. Accordingly, the position will no longer be available.

8. Submission of applications

Applications must include all the documents proving that they fulfill the admission requirements, namely:

- a) Copy of PhD certificate or diploma;
- b) Detailed Curriculum Vitae;
- c) Motivation Letter in English;
- d) Other documentation relevant for the evaluation of qualifications in a related scientific area.

The submission of applications is digital, in pdf format, from 28/11/2025 to 15/12/2025, in the following link:

<https://dozer.i3s.up.pt/applicationmanagement/#/addapplications/f68a9e4d7c228a47acb37a398ae33>

9. Start and duration of the contract

The anticipated start date of the contract is 16/01/2026 and is subject to budget availability. The expected duration of the contract will be 12 months, eventually extendable.

10. Non-discrimination and equal access policy

i3S actively promotes a policy of non-discrimination and equal access. No applicant shall be privileged, benefited, prejudiced, or deprived of any right or exempted from any duty on the basis of 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 beliefs, or trade union membership.

Within the framework of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, i3S adopts the Open, Transparent and Merit-based (OTM-R) principles for the recruitment of researchers, with the aim of conducting fair and transparent recruitment processes, bringing equal opportunities to all candidates.

11. Applicants with disabilities

Under the terms of Decree-Law 29/2001, of February 3, the candidate with a disability is given preference in equal ranking, which takes precedence over any other legal preference. Candidates must declare under oath their degree of disability, the type of

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disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned decree.