



**PUBLIC NOTICE/0018/2026**

**PUBLIC NOTICE FOR AN INTERNATIONAL CALL FOR APPLICATIONS  
FOR THE POST OF ONE HEAD OF IMAGING UNIT**

**Internal Reference:** CBR-2026-01

**1. Framework**

The Rector of Universidade Católica Portuguesa, Prof. Dr. Isabel Capelo Gil, hereby announces the opening of an international call for applications for one vacancy of Head of Imaging Unit to perform duties of implementation of the Imaging Unit, specialised support to researchers, and knowledge transfer (with an exclusivity clause), in the scientific field of Advanced Biomedical Imaging. The research activities will be carried out at the Católica Biomedical Research Centre (CBR), integrated at the Católica Medical School of Universidade Católica Portuguesa, in Lisboa - Oeiras, within the framework of the FCT funding titled "Biomedical Research Centre of the Catholica Portuguese University", reference UID/06497/2025 and DOI <https://doi.org/10.54499/UID/06497/2025>.

**Objectives:**

- Provide expert imaging support to CBR groups, improving experimental design, protocol optimisation, and data quality.
- Establish and run a state-of-the-art Imaging Unit, including workflows, QC, and user access.
- Build capacity across CBR through training and hands-on support, ensuring reproducible data acquisition, analysis and interpretation in microscopy.
- Develop and implement new applications/methodologies to better exploit existing resources.
- Lead the unit's expansion and team formation.

**Core activities:**

- Co-design experiments with researchers; optimise and troubleshoot imaging protocols and controls.
- Perform/guide acquisition, QC, and data analysis (gating/phenotyping, imaging analysis), supporting interpretation and reporting.
- Set up and maintain SOPs, safety/compliance procedures, equipment maintenance, and consumables management.
- Deliver training (users and staff), develop user documentation, and coordinate the growth of a specialized facility team.
- Monitoring equipment quality, including laser alignment, and performing routine maintenance of microscopes.
- Co-design tailored quantitative microscopy approaches with statistical power for data analyses.



## 2. Workplace

The workplace is located at the Lisboa - Oeiras facilities of Católica Biomedical Research Centre.

## 3. Remuneration

Gross monthly pay is 3.324,04 €, plus meal allowance, to which will be added annual leave and Christmas allowances.

## 4. Admission requirements

Any national, foreign, or stateless candidates who hold a degree in Biomedical Sciences, Bioengineering, Life Sciences, Physics, Optics or related scientific fields, and who furthermore hold a scientific and professional curriculum vitae whose profile is suited to the activities to be performed, can submit their application. If the degree was awarded by a foreign higher education institution, said degree must comply with the provisions of Portuguese legislation regarding the recognition of foreign degrees. For those purposes, the requirements described in **point no. 9** of this public notice must be considered.

### 4.1. General Requirements

- Degree in Biomedical Sciences, Bioengineering, Life Sciences, Physics, Optics and related areas.
- At least 5 years of experience in a research environment, preferably with hands-on platform or facility work, and a proven record of supporting multiple projects and users (co-authored papers, grant support, SOP/tool development, training programs).
- Strong written and spoken English, with the capacity to train users and clearly explain complex methods.
- Experience working under SOPs, QA/QC, and robust documentation practices, with strong attention to reproducibility.
- A user-oriented mindset, responsiveness, and the ability to balance service provision with collaborative research activities.
- Leadership capabilities, namely in the decision-making process for acquisition of new advanced equipment.

### 4.2. Specific Requirements

- Strong hands-on expertise in advanced microscopy, including Confocal, multiphoton, spinning disk, deconvolution, super-resolution, FLIM, FRAP or similar techniques.
- Proficiency with common tools: FIJI, MatLab, Bitplane Imaris, Arivis, Python, Deep learning approaches in image segmentation, or equivalent software.
- Experience with instrument QA/QC, calibration, maintenance coordination, and performance tracking.
- Experience establishing and maintaining SOPs, user onboarding/certification, booking/access rules, and usage reporting (KPIs).



- Familiarity with relevant biosafety, sample handling requirements, data protection and ethics considerations for biomedical data.
- Proficiency in statistical imaging analyses methodologies.

### 5. Assessment criteria

The assessment criteria, based on the requirements listed in point 4, are the following:

- Curricular evaluation ( 60%);
- Previous experience (40%).

If necessary, the candidates ranked in the top positions may be interviewed, with the assessment criteria being the following: Curricular evaluation 40%; previous experience (20%); interview (40%).

### 6. Tender Selection Panel

The tender selection panel shall be formed by: President of the Jury: Prof. Dr. Pedro Simas;

Other members: Prof. Dr. Cláudio Franco; Prof. Dr. Raquel Oliveira and Prof. Dr. Maria João Amorim.

### 7. Deliberation and publication

The panel shall deliberate by means of roll-call voting based on the adopted and disclosed selection criteria, with no abstentions allowed. Minutes of panel meetings shall be taken. These shall contain a summary of events, as well as details of the votes cast by each of the members and their respective reasoning. After all selection criteria have been applied, the panel shall prepare a ranked list of approved candidates and their respective classification. The panel's final decision shall be approved by the Rector, who shall also approve the hiring of the selected candidate.

The ranked list of approved candidates will be posted at the Lisboa - Oeiras facilities of Universidade Católica Portuguesa, located at Católica Biomedical Research Centre, Rua da Quinta Grande 6, 2780-156 Oeiras and will be published on the website <https://cbr.fm.ucp.pt/en/recruitment>. Candidates will be notified by email once this list has been made available.

### 8. Preliminary Hearing and Final Decision Deadline

After notification of the results, candidates have ten days to respond. In the following five days (counting from the end of the candidates' response period), the panel's final decision is issued.

### 9. Formal application procedure

Applications are formalized by sending the required documentation to [director.cbr.fm@ucp.pt](mailto:director.cbr.fm@ucp.pt).

Applications must be submitted in English.

Applications shall include the following documents:

- Curriculum vitae, (maximum 3 pages).
- Certificate of conclusion of the degree with the respective date.



- c) Cover letter, demonstrating the candidate's motivations (maximum 1 page).
- d) If the degree is issued by foreign higher education institutions, the candidate must submit the Recognition Certificate or proof of the application for recognition pursuant to Portuguese law;

If the degree has been awarded by a non-Portuguese higher education institution, said degree must comply with the provisions of the Portuguese legislation on the recognition of foreign degrees, as set out in Decree-Law no. 66/2018 of August 16th. Entering into a contract with the selected candidate is conditional on the submission of the formal document.

For additional information on this matter candidates are advised to check the website of the Directorate-General for Higher Education (DGES): <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

### 10. Application deadline

Candidates may submit their application, pursuant to the terms mentioned in the previous point, from February 25, 2026 until March 25, 2026 (until 5pm, Continental Portugal time).

Candidates who do not comply with the application's prerequisites or who fail to submit proof of meeting the requirements stated in the present public notice shall be excluded from consideration. In case of doubt, the panel is entitled to request that candidates present further documentation attesting to their written statements. Failure to submit the requested clarification, information, or documents, within five working days of being requested to do so, determines the dismissal of the application.

Any false statements made or provided by the candidates are punishable by law.

### 11. Privacy Policy

Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection.

The personal data submitted within the scope of this tender procedure is processed within the framework of said tender procedure only and will be treated by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement.

The data retention period shall correspond to the legally defined period of five years.

The Data Subject is entitled to oppose the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.

The Data Subject has the right of access and portability of the data.



Rights of Personal Data Subjects: <https://www.ucp.pt/rights-data-subjects>.

For purposes of exercising the respective rights, contact the University through the e-mail address [compliance.rgpd@ucp.pt](mailto:compliance.rgpd@ucp.pt) or by using the address found at the end of this announcement, through the means set out in "Contacts for clarification".

The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

### 12. Non-discrimination and equal access policy

Universidade Católica Portuguesa actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, 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 convictions, and/or union membership.

### 13. Final remarks

The present call for applications is exclusively destined to fill this specific vacancy and can be terminated at any time up to the approval of the final candidate list. The call for applications expires once the vacancy has been filled.

The present call for applications and the contract signed as a result thereof shall only take effect if financing conditions are met.

The present call for applications may be canceled when it is vacant, when any case of force majeure occurs, or when other reasons of a budgetary nature, occurring after the opening of the competition, determine it. The selected candidate shall be hired by Universidade Católica Portuguesa as a Head of Imaging Unit under an uncertain term contract (contrato a termo incerto) predicted to start on May 1, 2026 with the estimate duration of 36 months (duration of the activities) which will never, under any circumstances, be superior to 48 months.

### 14. Contacts for further information:

Católica Biomedical Research Centre, Rua da Quinta Grande 6, 2780-156 Oeiras  
Human Resources Department, [drh.sede@ucp.pt](mailto:drh.sede@ucp.pt); 217 214 013/2

Lisbon, February 19, 2026

The Rector

