

**CALL FOR A POSTDOCTORAL RESEARCH FELLOWSHIP**  
**Fellowship Reference GIMM/BIPD/6-2026**

Gulbenkian Institute for Molecular Medicine (GIMM) opens a call for one research fellowship under the project “BEE\_GEMS (#101042912)” with the funding support from “**ERC-2021-STG**”

**Scientific Area(s):** Microbiology, Molecular Biology.

**Fellowship recipients / Admission requirements (indicate mandatory and preferential requirements):** Any National, foreign and stateless candidate(s).

Applicants must hold the following requirements:

**Mandatory:**

- PhD in Biological Sciences (including Microbiology, Molecular Biology, Biochemistry or similar);
- Less than 3 years of postdoctoral experience;
- Strong experience and ability in experimental microbiology and molecular biology;
- Knowledge of bacterial genomics and some experience with bioinformatic software;
- Good knowledge of spoken and written English

**Desirable:** Bioinformatics experience, particularly in genomic, metagenomic, transcriptomic and proteomic analysis;

Attention to detail, well organized, and ability to keep clear written records. Ability to work both independently and as part of a team. Good written and spoken English level.

The international experience of the candidates, although not a determining criterion for selection, will be valued.

**Work Plan and Objectives:**

The post-doctoral fellow will work closely with experimentalists in Waldan Kwong’s lab to study bacterial strain interactions in the gut of the honey bee, *Apis mellifera*. The project requires bee manipulation and bee gut dissection for genome, transcriptome and proteome analysis. The post-doctoral fellow will cultivate bacteria and apply molecular techniques for genome modification and functional assays.

**Legislation and Applicable Regulation:** Estatuto do Bolseiro de Investigação (Lei n.º 40/2004, de 18 de Agosto, republished in attachment to Decreto-Lei n.º 202/2012, de 27 de Agosto, changed by **Decretos-Leis n.º 123/2019, 28 de Agosto e n.º 65/2024, 1 de outubro**) and current Regulation of Fellowships of GIMM.

**Predicted start date, duration and renewal conditions:** The fellowship contract is predicted to start in May 2026, for a period of 12 months on an exclusive basis, eventually renewable until the maximum stipulated in applicable regulations, not exceeding the eligibility period of the project.

**Work place and Scientific orientation:** The research activities will be developed at Laboratory Microbial Genomics and Symbiosis of GIMM, under the supervision of Waldan Kwong .

**Non-discrimination and equal access policy:** GIMM undertakes to ensure compliance with the principles of non-discrimination and equality and to that extent, provides that no candidate can be

privileged, benefited, harmed or deprived of any right or exempted from any duty due in particular ancestry, age, gender, sexual

orientation, marital status, family status, economic status, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic disease, nationality, ethnic origin or race, place of origin, language, religion, political or ideological convictions and trade union membership.

**International environment and experience:** Diversity is a fundamental aspect of the essence of GIMM, where researchers and non-researchers of different nationalities, backgrounds and areas of study work together, promoting the exchange of experiences and interactions, contributing to the personal and professional development of each person and to the existence of an international, inclusive and stimulating environment.

**Research Fellows Support Centre:** The Research Fellows Support Centre works everyday from 09:00AM to 11:00AM at People & Culture Unit Office.

**Fellowship financial conditions:** The fellow will benefit from a monthly stipend in the amount of 2.260,00€. The amount will be paid by wire transfer at the end of each month. The fellow will also benefit from a personal accident insurance to execute the proposed research activities as well as the right to Social Security through Voluntary Social Insurance regimen, if wanted, under the terms of Código dos Regimes Contributivos do Sistema Previdencial de Segurança Social, and the contributions costs will be supported by the research project.

**Application documents:** -Cover Letter; References; Detailed Curriculum Vitae; Doctorate Degree - Candidate's declaration of honor indicating previous fellowships, if any, its typology and duration. ***The non-compliance with these requirements determines the immediate rejection of the application.*** In case the applicant does not have yet the required degree certificate, a declaration of honor stating the conclusion of the necessary qualifications for the purposes of this process will be accepted and must be sent by the end date of the call.

**Jury evaluation and selection:** Waldan Kwong, Ana Barradas, Rodney Eyles (*GIMM*).

**Selection methods:** The admitted applications will be evaluated taking into account the quality, timeliness and relevance of the scientific path (scientific production and research experience) and curriculum of each candidate (a) and their adequacy to the proposed work plan.

**First phase:** CV, Cover letter

○ **Subcriteria:**

Previous experience in the required fields

**Second phase:** The jury will select for the second phase the candidates who obtained in the first phase the highest ranking, with a minimum of 60%. In the event of a tie, the decision will be responsibility of the chairman of the jury.

- i. After evaluation of all admitted applications, the jury will write a meeting minute with all process of recruitment, evaluation and selection including an ordered short list of approved candidates (alphabetic order) and their respective classification.

- ii. The final decision of the jury shall be validated by the Head of the Institution, who is also in charge of deciding about the hiring.

**Deadlines and application process:** The call will be open from 2026-02-24 until 2026-03-09.

Applications must be submitted through the link available on the GIMM careers platform. If you have any questions regarding this process, please send them to [positions@gimm.pt](mailto:positions@gimm.pt).

Failure to comply with these requirements will result in the rejection of the application.

**Notification of results:** Within 90 days after the termination of the applications submission deadline, both admitted and excluded candidates list and final classification list shall be communicated to all admitted candidates through email.

**Preliminary Hearing and Final Decision Deadline:** After notification, all candidates have 10 working days to respond. Panel's final decisions are pronounced within a period of 90 days, from application deadline.

**Fellowship contracting:** The Fellowship is granted through the signature of a contract between GIMM and the selected fellow and after the fellow send the following mandatory documents: copy of identification document (in case of non-European citizens is mandatory the work visa / valid resident permit), document proving the required academic degree. For each Fellowship period an Activity Report must be prepared by the fellow as well as the Report by the supervisor.

Oeiras, 23 February 2026

The Executive Committee of GIMM  
Professor Maria Manuel Dias da Mota



HR EXCELLENCE IN RESEARCH