

IRTA is a research institute owned by the Government of Catalonia ascribed to the Ministry of Climate Action, Food and Rural Agenda. IRTA is one of the CERCA centers of excellence of the Catalan Research System. Our purpose is to contribute to the modernization, competitiveness and sustainable development of agriculture, food and aquaculture sectors, the supply of healthy and quality foods for consumers and, generally, improving the welfare and prosperity of the society. We are granted by the EU with the [HRS4R](#) distinction for "HR Excellence in Research" and thus we offer a rich environment for knowledge development and exchange where to develop a scientific career, and possibilities for professional promotion according to the attained achievements. Check our initiatives [here](#).

PhD candidate in river biodiversity management

[ref. 24/22]

IRTA is currently seeking an enthusiastic and motivated PhD candidate to join the [Marine and Continental Waters Program](#). We invite applications from ambitious candidates with relevant research experience and passion to conduct research and innovation activities on the PhD project "**Applied metacommunity perspectives for river biodiversity management**". The goal of this PhD project is to provide new insights for the adequate conservation and management of rivers in a context of global change. To do so, we will use novel measurements of biodiversity change that consider spatiotemporal variability and apply conservation planning tools to obtain conservation and restoration opportunities that promote climate change adaptation. Specifically, we will: (1) analyse spatiotemporal trends of biological communities (catchment scale) and determine the drivers of these changes.; (2) study metacommunity dynamics (sub-catchment scale) and translate it into practical management practices.; and (3) apply a systematic conservation planning approach. The project will involve knowledge and outputs transfer to different relevant stakeholders, such as NGOs, water agencies, and the general public.

- 👤 Supervisors: Núria Cid ([link](#)) and Carles Alcaraz ([link](#)), members of the research group [FEHM](#).
- 📍 Job location: [IRTA la ràpita](#)
- 🕒 Full-time position (37.5 h/week)
- 📅 Terms of appointment: Terms of appointment: The duration of the PhD Candidate contract will be for one year, extendible by yearly periods, subject to the issuance by the doctoral candidate of the report corresponding (from the candidate and from the Doctoral School) to the yearly period completed. Under no circumstances may the accumulated duration of the initial PhD Candidate contract plus the extensions exceed three (3) years.
- 💰 Salary: Salary: The financial remuneration will be of €1,236.39/gross per month (€17,309.45/gross per annum) for the first and second years. For the third year, it will be €1,324.10/gross per month (€18,545.84/gross per annum) which will be subject to the corresponding withholdings, pursuant to prevailing regulations, and to the collective employment agreement of IRTA ⁽¹⁾
- 🏠 Employee Benefits: 22 vacation days, 3 days of family & work conciliation, 45h of personal days, Friday afternoon off, Compressed Summer schedule from 15/06 to 15/09, Conciliation schedule.

📋 Tasks and Responsibilities:

- Data compilation, including biological (e.g. fish, macroinvertebrates) and environmental and climatic data.
- Biological sampling in rivers.
- Sample processing in the lab.
- Freshwater biodiversity data analysis, including statistical modelling and spatial prioritization for conservation planning.

- Participation in communication and dissemination activities (e.g. attending conferences, workshops and transfer activities).
- Manuscript writing.

Required qualifications and experience

- Candidates must hold one of the following degrees:
 - a) A degree in Environmental Sciences, Biology or similar;
 - b) A Master's in Ecology or Biodiversity or similar;
 - c) To be in a position to access a doctoral programme according to the requirements of Catalan universities, *i.e.* accrediting between 60 and 120 ECTS credits at the official university master's degree level or equivalent at the moment of starting the PhD.
- Not to have a PhD.
- Knowledge in R software language and Geographic Information Systems (GIS).
- Experience in river biological sampling methods.
- Car driving license.

Desirable requirements

- Knowledge on environmental EU policies such as Water Framework Directive, Habitats Directive and EU Biodiversity strategy for 2030.
- Management of large datasets.
- Previous scientific publications will be valued positively.

Languages

- Proficiency in English
- Catalan and Spanish are valued

Application process

If you wish to be considered for this position, please, apply via our [Recruitment Platform](#) to the job post with reference CPI2422 and upload your CV and motivation letter. All information will be treated in the strictest confidence.

Deadline for application: 16/12

30 natural days	Publication and diffusion of the job advertisement on IRTA's website, EURAXESS Jobs, social media and other specific recruitment places.
5 following working days	Distribution of the pre-selected CVs which matching eligibility criteria to the Recruitment Committee. Communication via e-mail with the not pre-selected candidates who will not be further included in the process.
20 following working days	Recruitment Committee: - Communication via e-mail with the not-selected candidates by the Recruitment Committee. - Interview with selected candidates by the Selection Committee. - Accord of the Recruitment Committee stating the selected candidate and detailed reasoning for the decline of the rest of the candidates. - Communication via e-mail with the interviewed and not-selected candidates
10 following working days	Provision by the selected candidate of requested legal and official documentation to the HR department to coordinate the start of the candidate.
December/January	Start of employment

IRTA guarantees an open, transparent, and merit-based recruitment process (OTM-R) to all registered candidacies avoiding thus any bias on gender, origin, age, ideology, or other circumstances that could be discriminatory. Candidates in a situation of social exclusion will be considered in the first place.

Please know that if you are the chosen candidate and you are from a country which does not belong to the UE, IRTA's Human Resources Department will support you to get the residence and working permits.

⁽¹⁾ The financial remuneration of the PhD Candidate contract may not be less than 56% of the salary established for the category of Research Collaborator F of the Collective Agreement of the IRTA during the first two years, 60% in the third year and 75% in the fourth.