

**Minute nº3**  
**Ref.ª CCMAR/IJ/03/2022**

**International call for a Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: Spermantiox “New approaches on the antioxidant diet-effect in fish sperm traits: the role of sperm microRNAs on transgenerational transmission” reference PTDC/CVT-CVT/4109/2020, funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.**

**I – Introduction**

On the first of July two thousand and twenty-two, at ten hours and thirty minutes, the jury nominated by the CCMAR board of Directors on 20/12/2021, met for the meeting 2 of the call Ref. CCMAR/IJ/03/2022. The meeting was held for the award of a position of Junior researcher (M/F) under an uncertain term employment contract within the research project: Spermantiox “New approaches on the antioxidant diet-effect in fish sperm traits: the role of sperm microRNAs on transgenerational transmission” reference PTDC/CVT-CVT/4109/2020, funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES. The nominated jury was composed by Dr Elsa Cabrita, Professor at Algarve University, coordinator of the project and researcher at CCMAR (president of the jury), Dr Catarina Oliveira, researcher at UALG and CCMAR (member), and Dr Elvira Fatsini, researcher at CCMAR (member), and had the following agenda items: admission and evaluation of applications to the position CCMAR/IJ/03/2022.

**II - Candidates**

Three applications were received for the position of junior researcher:

- Shaghayegh Hasanpour
- Alexandros Tsakogiannis
- Begüm Uzun

**III – Exclusion of applications**

The jury analysed the applications, considering the mandatory documents and requirements and decided to admit all candidates.

**IV – Evaluation of applications**

All candidates were admitted to the evaluation and ranking (Table 1). The jury evaluated the application documents of the eligible candidates and applied the evaluation criteria and weighting factors set out in the vacancy announcement, considering the research field of the project.

Table 1. Candidates admitted and proposed for the evaluation and ranking phase.

Shaghayegh Hasanpour
Alexandros Tsakogiannis
Begüm Uzun

Annex 2 presents the individual evaluation of candidates performed by each member of the jury.

Table 2 presents the overall classification by each member of the jury.

Table 2. Overall classification (0-20) of the admitted applicants of call CCMAR/IJ/03/2022:

Candidate	President of the jury Dr. Elsa Cabrita	Member Dr. Catarina Oliveira	Member Dr. Elvira Fatsini
Shaghayegh Hasanpour	5.2	3.9	4.4
Alexandros Tsakogiannis	12.6	13.4	13.6
Begüm Uzun	6.3	5.0	4.4

After assigning scores to all candidates, the jury proceed to the vote of the candidate to be placed in the first place, in which the candidate Alexandros Tsakogiannis received 3 votes. The vote to decide the second place proceed and the candidate Begüm Uzun received 3 votes. Considering that just one candidate remained, the third place was automatically assigned to candidate Shaghayegh Hasanpour.

Table 3 presents the final ranking of the candidates.

Table 3. Final ranking of the candidates - call CCMAR/IJ/03/2022:

Candidate	Final Ranking
Alexandros Tsakogiannis	1 <sup>st</sup>
Begüm Uzun	2 <sup>nd</sup>
Shaghayegh Hasanpour	3 <sup>rd</sup>

#### IV – Conclusion

The candidate ranked in the first place was Alexandros Tsakogiannis.

Considering the elements presented, the candidate Alexandros Tsakogiannis meets the conditions for the purpose of eventual selection. The jury will proceed to the right of prior hearing of the candidates, setting a deadline of 10 working days for them to claim what they consider to be convenient, whether in relation to scientific or procedural matters.

With no other item in the agenda, the meeting of which minutes were drawn up was closed, with 2 pages, and annexes, which after being read and approved were signed by the members of the jury.



Dr. Elsa Cabrita



Dr. Catarina Oliveira



Dr. Elvira Fatsini

**ANNEX 1**

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**Statement of no conflict of interests**

**Call no. CCMAR/IJ/03/2022**

We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, nowhere, with no one, knowing the consequences of misconduct.

We further declare that we have no direct or indirect financial, economic, or personal interest that could compromise our impartiality and autonomy as members of this Jury.

Thus, we declare under word of honor that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

Date: 01/07/2022

By the members of the Jury:



Dr. Elsa Cabrita



Dr. Catarina Oliveira

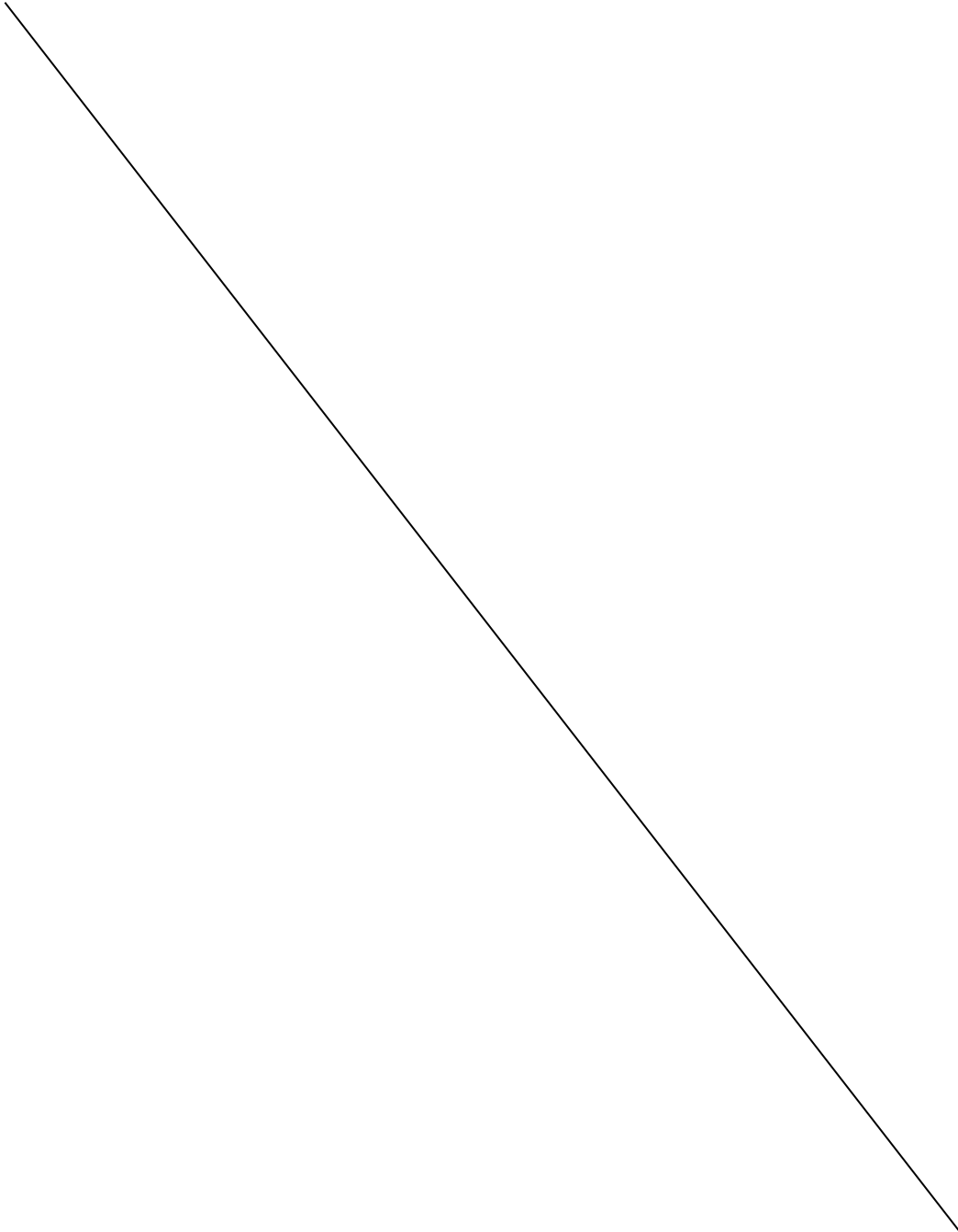


Dr. Elvira Fatsini

### ANNEX 3

Minute N.º 3 - CCMAR/IJ/03/2022

International call for a Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: Spermantiox “*New approaches on the antioxidant diet-effect in fish sperm traits: the role of sperm microRNAs on transgenerational transmission*” reference PTDC/CVT-CVT/4109/2020, funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.



## Curricular assessment

Candidate: Shaghayegh Hasanpour

Criteria	Assessment justification	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate shows a reasonable publication record, but out of the scope of the project.	3.2
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience in only one of the four subcriteria defined in CB, related to molecular biology techniques	2
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant, and experience in orientation (5%)	The candidate does not mention any participation in national or international meetings. There is a reference to a zip file containing information that was not provided during the application.	0
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate was unable to provide information regarding this criterion.	0
<b>Final Score</b>		<b>5.2</b>

Dr. Elsa Cabrita, President of the jury



### Curricular assessment

Candidate: Shaghayegh Hasanpour

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate shows a reasonably good publication record, but the area of research does not match the required expertise for the project. Just the expertise in molecular biology is relevant.	2
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience in only one of the four sub-criteria defined in CB, the expertise in molecular biology techniques.	1,9
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate does not mention any national or international conferences in the CV.	0
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate was unable to provide knowledge regarding this criterion.	0
<b>Final Score</b>		<b>3,9</b>

Dr. Catarina Oliveira, Member

*Catarina Oliveira*

## Curricular assessment

Candidate: Shaghayegh Hasanpour

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate was unable to show scientific experience in the main techniques relevant to perform the tasks in the project. Relevant experience was shown in fish robustness indicators, but not in fish reproduction or extracellular vesicles.	2.4
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience in only one of the four sub-criteria defined in CB, the expertise in molecular biology techniques.	2
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate does not refer any national or international conferences in the CV.	0
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate was unable to provide relevant experience regarding this criterion.	0
<b>Final Score</b>		<b>4.4</b>

Dr. Elvira Fatsini, Member



## Curricular assessment

Candidate: Alexandros Tsakogiannis

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate showed scientific contribution in the following: fish reproduction, molecular biology techniques and bioinformatics, which are consider relevant to the project. The candidate presents a good publication record in high impact journals.	6.8
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate demonstrated participation in projects and scientific knowledge in two of the four requirements considered relevant for the project.	4.1
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate participated in several national and international congresses with poster and oral communications. He has experience in supervision of students.	1
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate participated in several research projects.	0.8
<b>Final Score</b>		<b>12.6</b>

Dr. Elsa Cabrita, President of the jury



### Curricular assessment

Candidate: Alexandros Tsakogiannis

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate presents scientific experience in fish reproduction, molecular biology techniques and next-generation data interpretation, which we consider relevant to perform the tasks in the project. Besides, the candidate presents a very good publication records, in high impact journals.	6,8
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed to have relevant experience for two of the four sub-criteria defined for evaluation in the vacancy announcement, fish reproduction and molecular biology techniques.	4,8
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate participated in several national and international congresses with poster and oral communications and has also experience in students' supervision.	1
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate has participated in several research projects and has prepared two project applications.	0,8
<b>Final Score</b>		<b>13,4</b>

Dr. Catarina Oliveira, Member

*Catarina Oliveira*

### Curricular assessment

Candidate: Alexandros Tsakogiannis

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate presents scientific experience in fish reproduction, molecular biology techniques and NGS data interpretation, which we consider relevant to perform the tasks in the project. Besides, the candidate presents a good publication record, in high impact journals.	7.2
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience for two of the four sub-criteria defined for evaluation in the vacancy announcement, fish reproduction and molecular biology techniques.	4.6
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate contributed to several national and international congresses with poster and oral communications and has also experience in students' supervision.	1
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate has participated in several research projects and has prepared two project applications.	0.8
<b>Final Score</b>		<b>13.6</b>

Dr. Elvira Fatsini, Member



## Curricular assessment

Candidate: Begüm Uzun

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The area of expertise was not consider relevant to the topic of the project. The candidate has some publications as co-author.	2.4
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience in one of the four subcriteria defined in CB, having experience in molecular biology techniques.	2.3
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate participated in several national and international congresses with poster and oral communications. She participated in many courses and seminars.	1
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate has participated in several research projects and is associated to several science related entities.	0.7
<b>Final Score</b>		<b>6.3</b>

Dr. Elsa Cabrita, President of the jury



## Curricular assessment

Candidate: Begüm Uzun

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate has no published papers as first author, and the area of research focused on the published papers does not match the required expertise for the project. Just the expertise in molecular biology is relevant.	1,6
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience in only one the four sub-criteria defined in CB, the expertise in molecular biology techniques.	1,6
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate participated in several national and international congresses with poster and oral communications. Has also participated in many courses and seminars.	1
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate has participated in several research projects and presents membership in several science related associations.	0,8
<b>Final Score</b>		<b>5</b>

Dr. Catarina Oliveira, Member

*Catarina Oliveira*

## Curricular assessment

Candidate: Begüm Uzun

Criteria	Assessment justification	Score (%)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (40%)	The candidate has no published papers as first author, and the area of research focused on the published papers does not fit the required expertise for the project. Just the expertise in molecular biology is relevant.	1.2
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (50%)	The candidate showed relevant experience in only one of the four sub-criteria defined in CB, the expertise in molecular biology techniques.	1.5
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%)	The candidate participated in several national and international congresses with poster and oral communications. Has also participated in many courses and seminars.	1
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%)	The candidate has participated in several research projects and presents membership in several science related associations.	0.8
<b>Final Score</b>		<b>4.4</b>

Dr. Elvira Fatsini, Member

