

**Minute nº2**  
**Ref.ª CCMAR/IJ/26/2021**

**International call for a Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: MAXIMUS.PT “Investigação e desenvolvimento para a produção de larvas e juvenis de pregado em maternidade” reference ALG-01-0247-FEDER-069769 funded by the European Regional Development Fund (FEDER) through the Operational Programme for Algarve (PO CRESC ALGARVE 2020).**

**I – Introduction**

On the seventeenth of March 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/26/2021. 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: MAXIMUS.PT “Investigação e desenvolvimento para a produção de larvas e juvenis de pregado em maternidade” reference ALG-01-0247-FEDER-069769 funded by the European Regional Development Fund (FEDER) through the Operational Programme for Algarve (PO CRESC ALGARVE 2020). The nominated jury was composed by Dr. Sofia Engrola, coordinator of the project at CCMAR, team leader and researcher at CCMAR (president of the jury), Dr. Cláudia Aragão, researcher at UALG and CCMAR (member), and Dr. Catarina Oliveira, researcher at UALG and CCMAR (member), and had the following agenda items: admission and evaluation of applications to the position CCMAR/IJ/26/2021.

**II - Candidates**

Five applications were received for the position of junior researcher:

- Shaghayegh Hasanpour
- Mehmet Arif Zoral
- Milad Kabir
- Maria João Magalhães de Almeida Xavier
- Rama Nisha Ponpandi

**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
Mehmet Arif Zoral
Milad Kabir
Maria João Magalhães de Almeida Xavier
Rama Nisha Ponpandi

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/26/2021:

Candidate	President of the jury Dr. Sofia Engrola	Member Dr. Cláudia Aragão	Member Dr. Catarina Oliveira
Shaghayegh Hasanpour	1.3	0.3	1.9
Mehmet Arif Zoral	2.0	0.6	2.9
Milad Kabir	2.0	1.8	2.5
Maria João Magalhães de Almeida Xavier	18.5	18.5	18.2
Rama Nisha Ponpandi	0.8	0.5	1.0

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 Maria João Magalhães de Almeida Xavier received 3 votes. The vote to decide the second place proceed and the candidate Milad Kabir received 3 votes. The vote to decide the third place proceed and the candidate Mehmet Arif Zoral received 3 votes. The vote to decide the fourth place proceed and the candidate Shaghayegh Hasanpour received 3 votes. Considering that just one candidate remained the fifth place was automatically assigned to candidate Rama Nisha Ponpandi.

Table 3 presents the final ranking of the candidates.

Table 3. Final ranking of the candidates - call CCMAR/IJ/26/2021:

Candidate	Final Ranking
Maria João Magalhães de Almeida Xavier	1 <sup>st</sup>
Milad Kabir	2 <sup>nd</sup>
Mehmet Arif Zoral	3 <sup>rd</sup>
Shaghayegh Hasanpour	4 <sup>th</sup>
Rama Nisha Ponpandi	5 <sup>th</sup>

#### IV – Conclusion

The candidate ranked in the first place was Maria João Magalhães de Almeida Xavier.

Considering the elements presented, the candidate Maria João Magalhães de Almeida Xavier 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 3 pages, and annexes, which after being read and approved were signed by the members of the jury.

Sofia Engrola

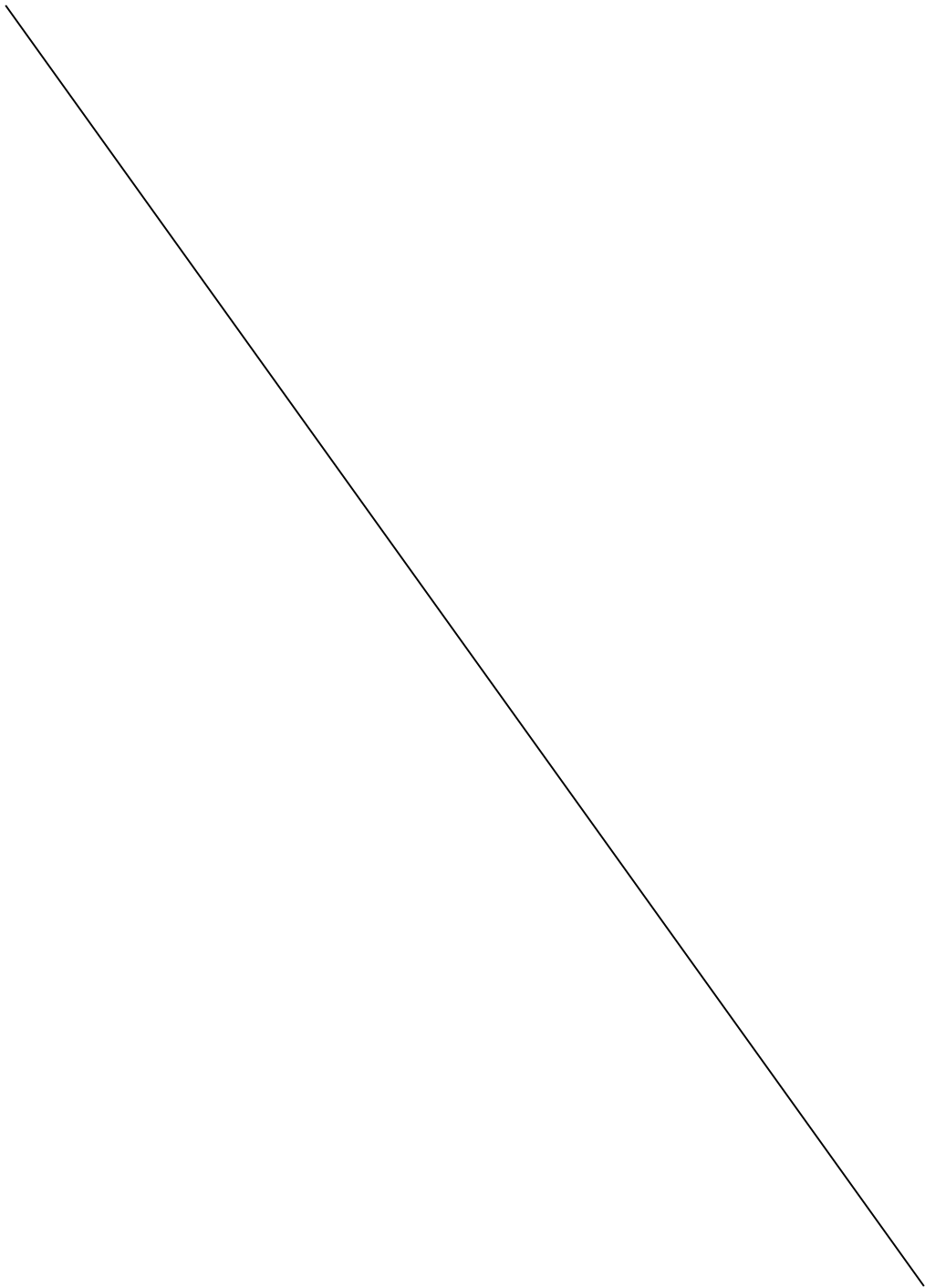
Dr. Sofia Engrola

Cláudia Aragão

Dr. Cláudia Aragão

Catarina Oliveira

Dr. Catarina Oliveira



**ANNEX 2**

**Minute N.º 2 - CCMAR/IJ/26/2021**

**Statement of no conflict of interests**

**Call no. CCMAR/IJ/26/2021**

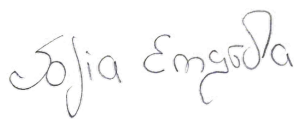
We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, nowhere, with no one, knowing the consequences of misconduct.

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: 17/03/2022

By the members of the Jury:



Dr. Sofia Engrola



Dr. Cláudia Aragão

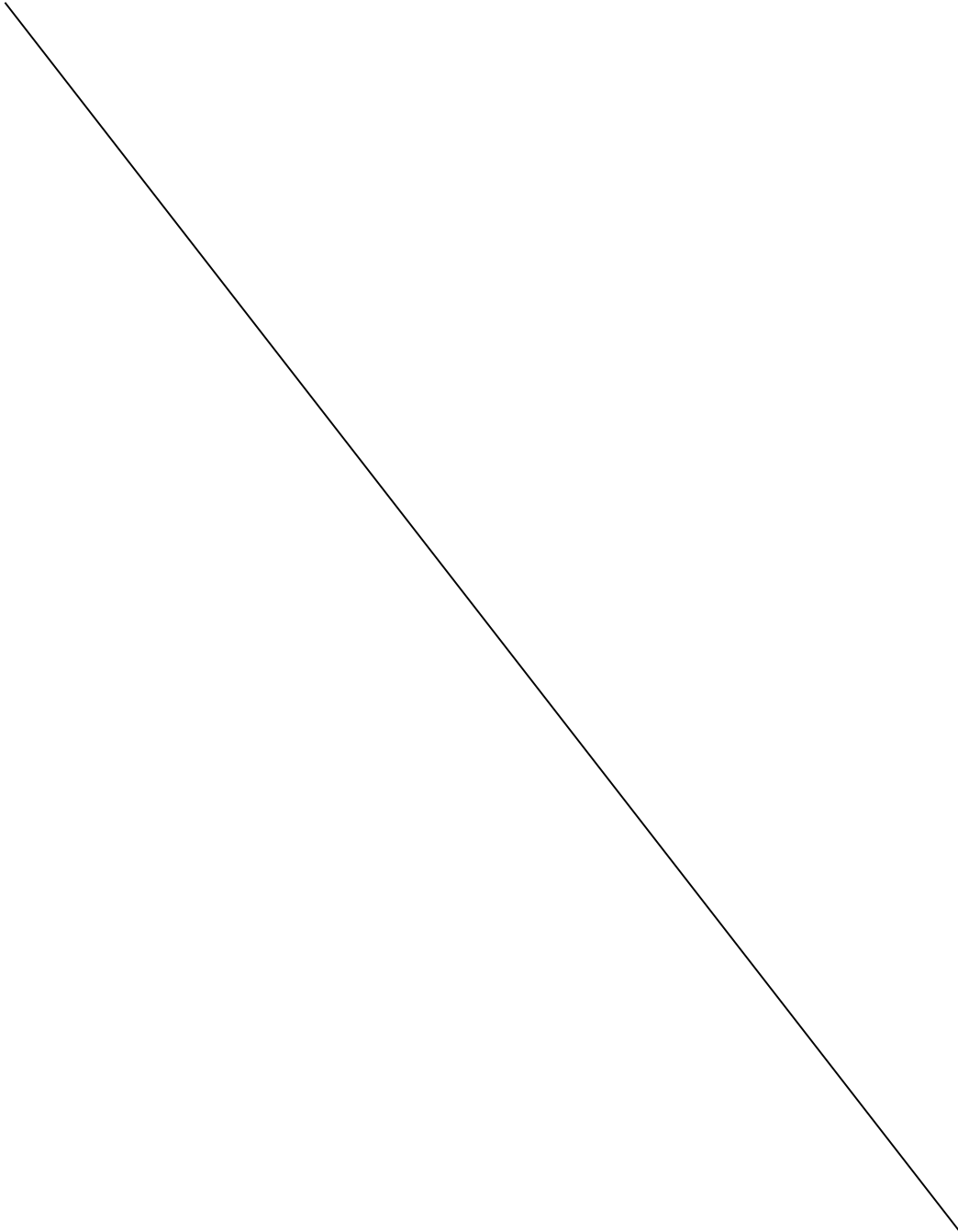


Dr. Catarina Oliveira

## **ANNEX 2**

### **Minute N.º 2 - CCMAR/IJ/26/2021**

**International call for a Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: MAXIMUS.PT “Investigação e desenvolvimento para a produção de larvas e juvenis de pregado em maternidade” reference ALG-01-0247-FEDER-069769 funded by the European Regional Development Fund (FEDER) through the Operational Programme for Algarve (PO CRESC ALGARVE 2020).**

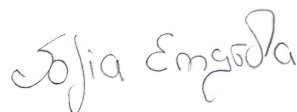


## Curricular assessment

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. (20%)	The candidate was unable to provide the scientific experience in marine fish larval rearing. Some expertise was demonstrated in a fish robustness indicator in freshwater juveniles' fish.	1.0
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 (70%)	The candidate was unable to demonstrate any participation in projects in the areas/topics fish larvae nutrition. The candidate was unable to provide scientific background on nutritional physiology in larvae and juveniles of marine fish, rearing of flatfish larvae, rearing of fish larvae in RAS, feeding strategies with inert diets of marine fish larvae, and presenting a National or European certificate for animal experimentation for scientific.	0.0
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 international congresses.	0.3
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.	0.0
<b>Final Score</b>		<b>1.3</b>

Dr. Sofia Engrola, President of the jury

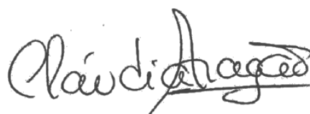


### Curricular assessment

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. (20%)	The candidate was unable to provide the scientific experience in the following techniques: marine fish larval rearing and larval fish robustness indicators both relevant to perform the tasks in the project.	0.0
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 (70%)	The candidate does not have experience in any of the six sub-criteria defined for evaluation on the vacancy announcement.	0.0
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 has mentioned some international conferences in the CV.	0.3
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.	0.0
<b>Final Score</b>		<b>0.3</b>

Dr. Cláudia Araújo, Member



### 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. (20%)	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 marine fish larvae.	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 (70%)	The candidate does not show experience in the first 5 sub-criteria predicted in criteria B and does not show evidence of possessing the certificate for animal experimentation.	0.0
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 documentation presented by the candidate refers to the participant in international conferences.	0.3
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.	0.0
<b>Final Score</b>		<b>1.9</b>

Dr. Catarina Oliveira, Member

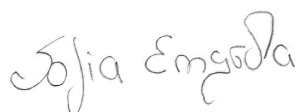
*Catarina Oliveira*

### Curricular assessment

Candidate: Mehmet Arif Zoral

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. (20%)	The candidate was unable to provide the scientific experience in marine fish larval rearing. Some expertise was demonstrated in a fish robustness indicator in freshwater juveniles' fish.	1.0
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 (70%)	The candidate was unable to demonstrate any participation in projects in the areas/topics fish larvae nutrition. The candidate was unable to provide scientific background on nutritional physiology in larvae and juveniles of marine fish, rearing of flatfish larvae, rearing of fish larvae in RAS, feeding strategies with inert diets of marine fish larvae, and presenting a National or European certificate for animal experimentation for scientific.	0.0
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 international congresses and had experience in orientation.	1.0
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.	0.0
<b>Final Score</b>		<b>2.0</b>

Dr. Sofia Engrola, President of the jury

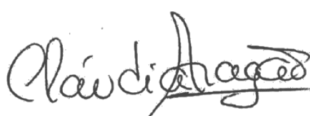


### Curricular assessment

Candidate: Mehmet Arif Zoral

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. (20%)	The candidate was unable to provide the scientific experience in the following techniques: marine fish larval rearing and larval fish robustness indicators both relevant to perform the tasks in the project.	0.0
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 (70%)	The candidate does not have experience in any of the six sub-criteria defined for evaluation on the vacancy announcement.	0.0
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 national and international congresses with poster and oral communications and refers co-supervision of students.	0.6
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.	0.0
<b>Final Score</b>		<b>0.6</b>

Dr. Cláudia Aragão, Member



### Curricular assessment

Candidate: Mehmet Arif Zoral

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. (20%)	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 marine fish larvae.	2.0
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 (70%)	The candidate does not show experience in the first 5 sub-criteria predicted in criteria B and does not show evidence of possessing the certificate for animal experimentation.	0.0
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 application presented by the candidate shows the participation in national and international congresses with poster and oral communications and also refers the co-supervision of students.	0.9
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.	0.0
<b>Final Score</b>		<b>2.9</b>

Dr. Catarina Oliveira, Member

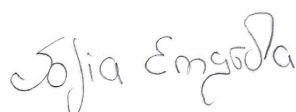
*Catarina Oliveira*

### Curricular assessment

Candidate: Milad Kabir

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. (20%)	The candidate was unable to demonstrate expertise marine fish larval rearing. The candidate was able to demonstrate expertise in fish larvae robustness indicators.	1.0
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 (70%)	The candidate was unable to demonstrate any participation in projects in the areas/topics fish larvae nutrition. The candidate was unable to provide scientific background on nutritional physiology in larvae and juveniles of marine fish, rearing of flatfish larvae, rearing of fish larvae in RAS, feeding strategies with inert diets of marine fish larvae, and presenting a National or European certificate for animal experimentation for scientific.	0.0
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 international congresses and had experience in orientation.	1.0
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.	0.0
<b>Final Score</b>		<b>2.0</b>

Dr. Sofia Engrola, President of the jury

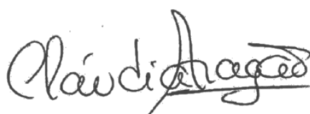


### Curricular assessment

Candidate: Milad Kabir

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. (20%)	The candidate has some knowledge on larval fish robustness indicators.	1.0
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 (70%)	The candidate does not have experience in any of the six sub-criteria defined for evaluation on the vacancy announcement.	0.0
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 national congresses with oral communications and has supervised or co-supervised students.	0.8
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.	0.0
<b>Final Score</b>		<b>1.8</b>

Dr. Cláudia Aragão, Member



### Curricular assessment

Candidate: Milad Kabir

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. (20%)	The candidate was able to demonstrate some expertise fish robustness indicators.	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 (70%)	The candidate does not show experience in the first 5 sub-criteria predicted in criteria B and does not show evidence of possessing the certificate for animal experimentation. The CV refers to RAS specialization, but no more details are given.	0.0
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 application presented by the candidate shows the participation in national and international congresses with poster and oral communications and also refers the co-supervision of students.	0.9
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.	0.0
<b>Final Score</b>		<b>2.5</b>

*Catarina Oliveira*

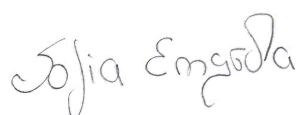
Dr. Catarina Oliveira, Member

### Curricular assessment

Candidate: Maria João Magalhães de Almeida Xavier

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. (20%)	The candidate was able to provide the scientific experience in the following techniques: marine fish larval rearing and larval fish robustness indicators both relevant to perform the tasks in the project.	4.0
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 (70%)	The candidate was able to demonstrate participation in projects in the areas/topics fish larvae nutrition. The candidate was able to provide scientific background on nutritional physiology in larvae and juveniles of marine fish, rearing of flatfish larvae, rearing of fish larvae in RAS, feeding strategies with inert diets of marine fish larvae, and presenting a National or European certificate for animal experimentation for scientific.	14.0
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 international congresses and no experience in orientation.	0.5
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.	0.0
<b>Final Score</b>		<b>18.5</b>

Dr. Sofia Engrola, President of the jury

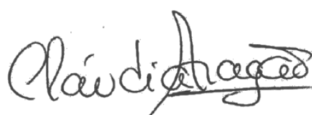


### Curricular assessment

Candidate: Maria João Magalhães de Almeida Xavier

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. (20%)	The candidate presents scientific experience in marine fish larval rearing and larval fish robustness indicators both relevant to perform the tasks in the project.	4.0
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 (70%)	The candidate has experience in all the six sub-criteria defined for evaluation in the vacancy announcement.	14.0
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 national and international congresses with poster and oral communications.	0.5
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.	0.0
<b>Final Score</b>		<b>18.5</b>

Dr. Cláudia Aragão, Member



### Curricular assessment

Candidate: Maria João Magalhães de Almeida Xavier

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. (20%)	The candidate showed scientific experience in the main techniques relevant to perform the tasks in the project: marine fish larval rearing and larval fish robustness indicators.	4.0
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 (70%)	The candidate provided evidence of relevant experience in the first 5 sub-criteria predicted in criteria B and does possess the certificate for animal experimentation.	13.6
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 application presented by the candidate shows several relevant participations in national and international congresses with poster and oral communications. However does refer to the co-supervision of students.	0.6
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.	0.0
<b>Final Score</b>		<b>18.2</b>

Dr. Catarina Oliveira, Member

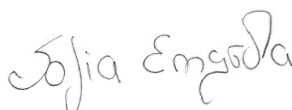
*Catarina Oliveira*

### Curricular assessment

Candidate: Rama Nisha Ponpandi

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. (20%)	The candidate was unable to provide the scientific experience in marine fish larval rearing and larval fish robustness indicators.	0.0
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 (70%)	The candidate was able to demonstrate participation in projects in the areas/topics fish larvae nutrition. The candidate was unable to provide scientific background on nutritional physiology in larvae and juveniles of marine fish, rearing of flatfish larvae, rearing of fish larvae in RAS, feeding strategies with inert diets of marine fish larvae, and presenting a National or European certificate for animal experimentation for scientific.	0.5
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 was involved is one activity of promotion of the culture and scientific practices.	0.3
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.	0.0
<b>Final Score</b>		<b>0.8</b>

Dr. Sofia Engrola, President of the jury

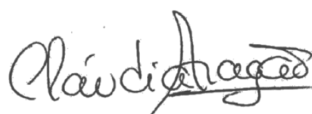


### Curricular assessment

Candidate: Rama Nisha Ponpandi

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. (20%)	The candidate was unable to provide the scientific experience in the following techniques: marine fish larval rearing and larval fish robustness indicators both relevant to perform the tasks in the project.	0.0
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 (70%)	According to the evaluation criteria defined in the vacancy announcement, the candidate only showed that some experience in projects in the area of Fish Larvae Nutrition. The candidate does not have experience in any of the other sub-criteria defined for evaluation.	0.5
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 was unable to provide knowledge regarding this criterion.	0.0
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.	0.0
<b>Final Score</b>		<b>0.5</b>

Dr. Cláudia Aragão, Member



### Curricular assessment

Candidate: Rama Nisha Ponpandi

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. (20%)	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 marine fish larvae.	1.0
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 (70%)	The candidate does not show experience in the first 5 sub-criteria predicted in criteria B and does not show evidence of possessing the certificate for animal experimentation.	0.0
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 was unable to provide relevant experience regarding this criterion.	0.0
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.	0.0
<b>Final Score</b>		<b>1.0</b>

Dr. Catarina Oliveira, Member

*Catarina Oliveira*