

Minute nº2
Ref.ª CCMAR/IJ/25/2021

International call for a Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: FICA - “Ferramentas inovadoras para investigação contratada em nutrição em aquacultura” reference ALG-01-0247-FEDER-047175 funded by the European Regional Development Fund (FEDER) through the Operational Programme for Algarve (PO CRESC ALGARVE 2020).

I – Introduction

On the twenty-four of February two thousand and twenty-two, at fourteen hours and thirty minutes, the jury nominated by the CCMAR board of Directors on 20/12/2021, met by video conference, for the meeting 2 of the call Ref. CCMAR/IJ/25/2021. 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: FICA - “Ferramentas inovadoras para investigação contratada em nutrição em aquacultura” reference ALG-01-0247-FEDER-047175 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/25/2021.

II - Candidates

Two applications were received for the position of junior researcher:

- Ibrahim Elkhalil BEHMENE
- Helena Rita de Carvalho Ferraz Pedrosa Teodósio

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 (phase 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.

| |
|---|
| Ibrahim Elkhalil BEHMENE |
| Helena Rita de Carvalho Ferraz Pedrosa Teodósio |

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 (0-100) of the admitted applicants of call CCMAR/IJ/25/2021:

| Candidate | President of the jury Dr. Sofia Engrola | Member Dr. Cláudia Aragão | Member Dr. Catarina Oliveira |
|---|--|------------------------------|---------------------------------|
| Ibrahim Elkhail BEHMENE | 7.5 | 5.0 | 7.5 |
| Helena Rita de Carvalho Ferraz Pedrosa Teodósio | 92.5 | 93.8 | 90.3 |

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 Helena Rita de Carvalho Ferraz Pedrosa Teodósio received 3 votes. Considering that just one candidate remained the second place was automatically assigned to Ibrahim Elkhail BEHMENE. Table 3 presents the final ranking of the candidates.

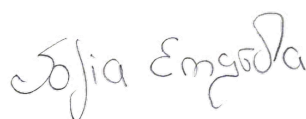
Table 3. Final ranking of the candidates - call CCMAR/IJ/25/2021:

| Candidate | Final Ranking |
|---|-----------------|
| Helena Rita de Carvalho Ferraz Pedrosa Teodósio | 1 st |
| Ibrahim Elkhail BEHMENE | 2 nd |

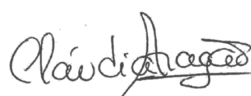
IV – Conclusion

The candidate ranked in the first place was Helena Rita de Carvalho Ferraz Pedrosa Teodósio. Considering the elements presented, the candidate Helena Rita de Carvalho Ferraz Pedrosa Teodósio 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. Sofia Engrola



Dr. Cláudia Aragão



Dr. Catarina Oliveira

Annex 1

Statement of no conflict of interests

Call no. CCMAR/IJ/25/2021

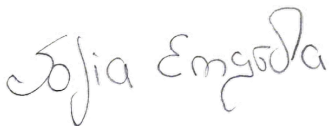
We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, nowhere, with no one, knowing the consequences of misconduct.

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: 24/02/2022

By the members of the Jury:



Dr. Sofia Engrola



Dr. Cláudia Aragão



Dr. Catarina Oliveira

ANNEX 2

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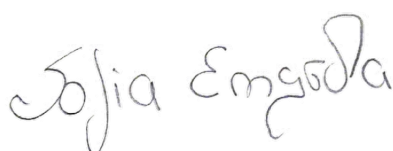
International call for a junior researcher (M/F) vacancy under an uncertain term employment contract, within the scope of the research project FICA - “Ferramentas inovadoras para investigação contratada em nutrição em aquacultura” reference ALG-01-0247-FEDER-047175 funded by the European Regional Development Fund (FEDER) through the Operational Programme for Algarve (PO CRESC ALGARVE 2020).

Curricular assessment

Candidate: Ibrahim Elkhailil BEHMENE

| 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: nutrient flux with radioactivity and nutrient budgets 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%); | In this criterion the candidate was only able to present some knowledge in “Participation in projects in the areas/topics”, in the remain criteria (nutritional physiology in larvae and juveniles of marine fish, bioavailability of amino acids, nutrient budgets, diet digestibility; nutrient flux, namely in the “tube-feeding” technique of larvae and juveniles fish, metabolic flux in sealed chambers with radioactive nutrients; rearing of larvae and juvenile fish in RAS; National or European certificate for animal experimentation for scientific purposes) the candidate was unable to provide scientific background. | 5.0 |
| 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 had experience in the orientation of several students. | 2.5 |
| 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 |
| Final Score | | 7.5 |

Dr. Sofia Engrola, President of the jury

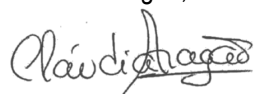


Curricular assessment

Candidate: Ibrahim Elkhalil BEHMENE

| 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 does not have scientific or technological production focusing on nutrient flux with radioactivity or nutrient budgets, as defined for evaluation of this criterion in the vacancy announcement. | 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 he participated in projects in the area of Fish Nutrition. The candidate does not have experience in any of the other four sub-criteria defined for evaluation. | 2.5 |
| 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 national and international congresses with poster and oral communications. | 2.5 |
| 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 does not have experience in this criterion. | 0.0 |
| Final Score | | 5.0 |

Dr. Cláudia Aragão, Member



Curricular assessment

Candidate: Ibrahim Elkhalil BEHMENE

| 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 papers presented by the candidate do not show relevant scientific expertise in the areas required for this vacancy. | 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 documentation presented by the candidate just showed relevant experience for the first sub-item, "Participation in projects in the areas/topics". For the remaining points, no experience was shown. | 5.0 |
| 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 participated in scientific international conferences and has supervised students. | 2.5 |
| 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%). | Regarding this criterium, there was no proof of experience in the documentation presented by the candidate. | 0.0 |
| Final Score | | 7.5 |

Dr. Catarina Oliveira, Member

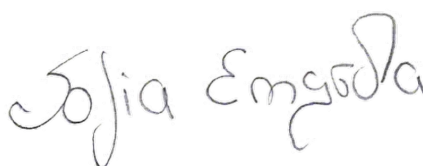
Catarina Oliveira

Curricular assessment

Candidate: Helena Rita de Carvalho Ferraz Pedrosa Teodósio

| 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: nutrient flux with radioactivity and nutrient budgets both relevant to perform the tasks in the project. | 20.0 |
| 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 provide knowledge in all the five criteria (participation in projects in the areas/topics; nutritional physiology in larvae and juveniles of marine fish, bioavailability of amino acids, nutrient budgets, diet digestibility; nutrient flux, namely in the "tube-feeding" technique of larvae and juveniles fish, metabolic flux in sealed chambers with radioactive nutrients; rearing of larvae and juvenile fish in RAS; National or European certificate for animal experimentation for scientific purposes) that are encompassed in this section. | 70.0 |
| 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 involved in activities of extension and dissemination of knowledge | 2.5 |
| 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 |
| Final Score | | 92.5 |

Dr. Sofia Engrola, President of the jury

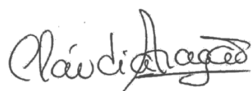


Curricular assessment

Candidate: Helena Rita de Carvalho Ferraz Pedrosa Teodósio

| 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 scientific production focusing on nutrient flux with radioactivity or nutrient budgets, as defined for evaluation of this criterion in the vacancy announcement. | 20.0 |
| 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 five sub-criteria defined for evaluation in the vacancy announcement, namely participation in projects in the area of Fish Nutrition; experience in nutritional physiology of marine fish, bioavailability of amino acids, nutrient budgets, diet digestibility; experience in nutrient flux; experience in rearing of larvae and juvenile fish in RAS; National European certificate for animal experimentation for scientific purposes (category researcher – coordinator). | 70.0 |
| 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. She did also public talks and authored/co-authored several magazine articles. | 3.8 |
| 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 does not have experience in this criterion. | 0.0 |
| Final Score | | 93.8 |

Dr. Cláudia Araújo, Member



Curricular assessment

Candidate: Helena Rita de Carvalho Ferraz Pedrosa Teodósio

| 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 papers presented by the candidate show relevant scientific expertise in the areas required for this vacancy: nutrient flux with radioactivity and nutrient budgets. | 20.0 |
| 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 documentation presented by the candidate showed relevant expertise in all sub-criterion from this section: "nutritional physiology in marine fish", "nutrient flux", "rearing of larvae and juvenile fish in RAS". Plus, she possesses the national certificate for animal experimentation for scientific purposes. | 67.0 |
| 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 participated in several national and international conferences, presented poster and oral communications. | 3.3 |
| 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%). | Regarding this criterion, there was no proof of experience in the documentation presented by the candidate. | 0.0 |
| Final Score | | 90.3 |

Dr. Catarina Oliveira, Member

Catarina Oliveira