

ATA N° 3

On the 12th day of April two thousand and twenty-four, at 11:30 hours, the jury nominated by the CCMAR board of Directors on 15-01-2024, met by videoconference, for the meeting 3 of the call Ref. CCMAR/IA/02/2024. The meeting was held for the award of a vacancy for Auxiliary Researcher in the area of Bioinformatics and/or Data Science (M/F), of any nationality, including stateless candidates, under a permanent (sem termo) employment contract. The nominated jury was composed by Doctor Cymon Cox, Principal Researcher and team leader at CCMAR (President); Professor Doctor Deborah Power, Full Professor at the Universidade do Algarve and team leader at CCMAR (member), and Doctor Andrzej Tkacz Auxiliary Researcher at CCMAR (member) and had the following agenda items: admission and evaluation of applications admitted to the contract CCMAR/IA/02/2024.

II - Candidates

Four applications were received for the position:

Babak Najafpour

José Manuel Carita Gonçalves

Alpar Vajk Kramer

Bruno E.P. Louro

III - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided not to invalidate the application of any candidate.

The remaining 4 candidates who applied were admitted to the evaluation and preliminary ranking phase.

The jury did not need to interview candidates to clarify some curricular items used to grade the candidates.

IV - Evaluation of applications

Evaluation (from 0-100 points) is performed through the documental assessment of the motivation letter (including a personal assessment of the relevance of the activities of the last five years for the present application, highlighting the chosen scientific publications), and the CV that will include the activities of the specific field and of the scientific and professional path of the applicant and of up to 3 scientific papers of the candidate's choice in accordance with the following criteria:

CA) Scientific and technological, cultural or artistic 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. (30%);

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 (40%);

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 (10%);

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. (20%).

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

After assigning scores to all candidates, the jury proceeded to the vote of the candidate to be placed in the first place, in which the candidate Bruno E.P. Louro received 3 votes. The jury then continued voting in accordance with table 1 which presents the order of vote, individual vote and candidate selected in each vote. The final ranking of the candidates is indicated in Table 2 and on the basis of the evaluation.

Table 1 - Order of vote, individual vote and candidate selected in each vote.

Order of place	Doctor Cymon Cox	Professor Deborah Power	Doctor Andrzej Tkacz	Selected
1	Louro	Louro	Louro	Louro
2	Gonçalves	Gonçalves	Gonçalves	Gonçalves
3	Najafpour	Najafpour	Najafpour	Najafpour
4	Kramer	Kramer	Kramer	Kramer

Table 2. Final ranking of the candidates - call CCMAR/IA/02/2024.

Candidates	Final Ranking
Louro	1 st
Gonçalves	2 nd
Najafpour	3 rd
Kramer	4 th

V - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose hiring Bruno E.P. Louro which will be communicated promptly.

The Jury will proceed to the right of prior hearing, setting a deadline of 10 working days and gives candidates the right of recourse of the announced decision, whether in relation to scientific or procedural matters.

With no other item on the agenda, the meeting of which these 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.


Doctor Cymon Cox

(President of the jury)



Professor Deborah Power

(member)

 Deborah Mary
Power
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Doctor Andrzej Tkacz

(member)



Annex 1

Statement of no conflict of interests

Call no. CCMAR/IA/02/2024

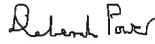
We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, no where, with no one, knowing the consequences of a misconduct. We further declare that we have no direct or indirect financial, economic or personal interest that 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: 12-04-2024

By the members of the Jury:



Doctor Cymon Cox
(President of the jury)



Deborah Mary
Power
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Professor Deborah Power
(member)



Doctor Andrzej Tkacz
(member)

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**Auxiliary RESEARCHER (M/F) in the field of Bioinformatics and/or Data Science -
1 VACANCY**

ANNEX 2
CURRICULAR EVALUATION

Candidate: Babak Najafpour

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	The candidate has published six peer-reviewed articles in international journals in the past 5 years. No other production is indicated.	18
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 (40%);	The candidate indicates the use of bioinformatics and tools for the analysis of genomic data within his research area. These are not considered in the context of the project that is the subject of the application.	15
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 (10%);	The candidate has presented four oral presentations at international/national conferences in the past five years, and attended several seminars and workshops.	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. (20%).	The candidate notes 3 project grants that he is associated with, however it is not clear if he is the PI on the grant, and what his contributions the studies were.	2
Final score		41%

Candidate: José Manuel Carita Gonçalves

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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	The candidate has a good publication record in international peer-reviewed journals and attended a large number of conferences/meetings (however the type of participation is unknown).	24

scientific production is more relevant than the publication metrics, or the publisher entity. (30%);		
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 (40%);	He has founded a startup-company, taught courses, supervised students. Any relevance to the current project is not stated.	15
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 (10%);	None indicated.	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. (20%).	The candidate has been PI in several projects, but the relevance to the application is not made explicit.	6
Final score		45%

Candidate: Alpar Vajk Kramer

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	None indicated. The candidate may indeed be a very capable mathematician but it is not clear how that expertise relates to the current project.	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 (40%);	None indicated.	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 (10%);	None indicated.	0
CD) Management activities of scientific projects and programmes of research,	None indicated	0

technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. (20%).		
Final score		0%

Candidate: Bruno E.P. Louro

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	The candidate has a very strong relevant background in analytical marine biology, and good background in bioinformatic techniques. The candidate engages well in academic activities, e.g. conferences and teaching.	25
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 (40%);	A strong publication record in the field of marine biology. The candidate has some experience of technology transfer in the field of marine biology.	34
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 (10%);	The candidate has experience of training in the field of bioinformatics, organising academic training events, and engaging with the media.	10
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. (20%).	The candidate has limited experience of project management.	10
Final score		79%

Name Cymon J. Cox

Function of the call: President of the Jury

Signature:



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**Auxiliary RESEARCHER (M/F) in the field of Bioinformatics and/or Data Science -
1 VACANCY**

ANNEX 2
CURRICULAR EVALUATION

Candidate: Babak Najafpour

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	Dr Najafpour has produced 6 scientific publications in the last 5 years according to the google scholar. The work is published in focused journals. There is some submitted work as well, but they can't be considered here. It is unclear whether grants listed in the CV are of Dr Najafpour authorship or not.	20
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 (40%);	Not specified clearly. Dr Najafpour lists his experience with various bioinformatic tools but it is not relevant to the EUREMAP project	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 (10%);	substantial conference attendance	10
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. (20%).	Not stated	0
Final score		35

Candidate: José Manuel Carita Gonçalves

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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	Dr Goncalves has a good publication record and it is relevant to the call proposal. Significant conference attendance	20

scientific production is more relevant than the publication metrics, or the publisher entity. (30%);		
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 (40%);	Not clearly mentioned. Dr Goncalves mentioned some activities but most of them are older than 5 years	10
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 (10%);	Not clearly stated and/or separated the activities of the last 5 years from the total list	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. (20%).	Some management experience, mostly older than 5 years.	5
Final score		35

Candidate: Alpar Vajk Kramer

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	No publications mentioned in the last 5 years (the one attached is older than 5 years)	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 (40%);	Not clearly mentioned. It is not clear how Dr Alpak's experience in mathematics could be translated into EUREMAP effort.	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 (10%);	Nothing listed for the last 5 years	0
CD) Management activities of scientific projects and programmes of research,	Not mentioned	0

technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. (20%).		
Final score		0

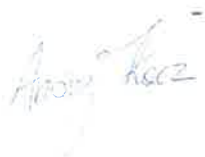
Candidate: Bruno E.P. Louro

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	Dr Louro has published three first-authorship publications and 11 as co-author in respectable journals. He has also actively presented his work at conferences	25
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 (40%);	Dr Louro is a member for EMOBON and has started a company.	30
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 (10%);	Dr Louro was active in organising workshops and courses. He has had a contact with media	10
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. (20%).	Dr Louro lists 3 management activities relevant to the EUREMAP project	20
Final score		85

Name Andrzej Tkacz

function of the call: member of the jury

signature



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**Auxiliary RESEARCHER (M/F) in the field of Bioinformatics and/or Data Science -
1 VACANCY**

ANNEX 2
CURRICULAR EVALUATION

Candidate: Bruno Emanuel Pereira Louro

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	A moderate scientific output and a relevant track record in scientific publishing. The publication track record reveals a good match between the applicant's profile and the skills required for the position. The applicant has good engagement with academia.	25
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 (40%);	The applicant has moderate experience in technology transfer and involvement in community-based projects in marine biology.	30
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 (10%);	The applicant has moderate activity in training in the higher education sector and has been involved in organizing workshops and training.	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. (20%).	The applicant has limited experience in scientific project management or observation and monitoring of the technological system in Portugal.	10
Final score		73

Candidate: José Manuel Carita Gonçalves

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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	The applicant has a good publication track-record in international peer reviewed journal, and it is relevant for the activities foreseen in EUREMAP. The applicant has attended a high number of	25

scientific production is more relevant than the publication metrics, or the publisher entity. (30%);	conferences although the nature of their participation is unclear, which is a shortcoming.	
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 (40%);	The applicant established a start-up company and reports supervisory activity and taught courses in their CV. It is not entirely clear from the documents provided if these activities occurred in the last 5 years and why they are relevant for the activities foreseen in EUREMAP.	25
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 (10%);	No relevant activities indicated.	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. (20%).	The applicant has been the PI of several projects, which is good. However, the relevance and benefit of the applicant's management activities for EUREMAP is not explicitly established.	12
Final score		62

Candidate: Alpar Vajk Kramer

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic 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. (30%);	The activities reported in the context of this criteria are not recent. The way in which the applicant's profile is relevant for the tasks foreseen in the context of EUREMAP is unclear and there is not an explicit match based on the outputs and activities reported.	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 (40%);	No relevant activities indicated.	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	No relevant activities indicated.	0

years, that the candidate considers more relevant (10%);		
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. (20%).	No relevant activities indicated.	0
Final score		0

Candidate: Babak Najafpour

Criteria	Rationale	Score
CA) Scientific and technological, cultural, or artistic 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. (30%);	The applicant has a good scientific output for their career stage. The work is in the area of marine biology/bioinformatics. The match of their profile for the project tasks foreseen is not explicit.	20
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 (40%);	The relevance of the scientific profile and competence of the applicant is not clearly placed in the context of the needs of EUREMAP. They have expertise in bioinformatics, but their experience in data management is unclear.	20
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 (10%);	The applicant has attended conferences and workshops in the last 5 years. However, they have minimal experience in promotion and dissemination of science as a trainer.	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. (20%).	The applicant has been involved in several projects and has held management roles within the projects. Independent leadership and management of project is not reported and is presumably linked to the early career stage of the applicant.	6
Final score		52

Name: Deborah M Power

Function in the call: Committee member

Signature



Deborah Mary Power
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