

ATA Nº 2

On the 19th day of July two thousand and twenty-four, at 10 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 02/05/2024 for the call Ref. CCMAR/IJ/05/2024. The meeting was held for the award of a position of Junior Researcher in the field of Biology and Scientific Diving (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within the research project: PROTOCOLO DE COLABORAÇÃO TÉCNICA E FINANCEIRA -HIPPOCAMPUS_RIA - Avaliação e implementação de conservação ecossistémica de cavalos-marinhos funded by Fundo Ambiental, connected activities and other research projects. The jury present at the meeting is composed of Professor Diogo Paulo, auxiliary researcher at CCMAR, Professor at Algarve University and Coordinator of the CCMAR diving centre (president of the jury); Professor Jorge Gonçalves, principal researcher with agregação at CCMAR, Professor at Algarve University (full member) and Doctor Bárbara Horta e Costa, auxiliary researcher at CCMAR and Algarve University (full member) and had the following agenda item: admission and evaluation of applications admitted to the contract CCMAR/IJ/05/2024.

II – Statement of no conflict of interests

We, 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 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.

III – Candidates

Two applications were received for the position

Anna Nazarova

João Encarnação

IV - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the candidate Anna Nazarova due to failure in requirements number:

4 - Experience as Gas Blender

5- Local Skipper License

8- Technical Diver (minimum 45m trimix)

9- Closed-Circuit Rebreather Diver

12 – Proficiency in Portuguese

The remaining candidate who applied was admitted to the evaluation and preliminary ranking phase.

V – Evaluation of applications

Evaluation (from 0-100 points) is performed through the assessment of the application documents, 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.

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 (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 (29%);

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 (50%);

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 (1%).

Annex 1 presents the individual evaluation performed by each member of the jury.

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 João Encarnação received 3 votes (table1). 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	Professor Diogo Paulo	Professor Jorge Gonçalves	Doctor Bárbara Horta e Costa	Selected
1	João Encarnação	João Encarnação	João Encarnação	João Encarnação

Table 2. Final ranking of the candidates - call CCMAR/IJ/05/2024.

Candidates	Final Ranking
João Encarnação	1st

VI - Conclusion

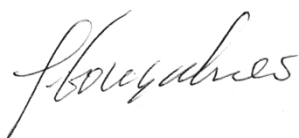
Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors hiring João Encarnação which will be communicated promptly.

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.



Professor Diogo Paulo
(President of the jury)



Professor Jorge Gonçalves
(member)



Doctor Bárbara Horta e Costa
(member)

ATA N.º 2
CCMAR/IJ/05/2024
JUNIOR RESEARCHER (M/F) in the area of Biology and Scientific Diving - 1
VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate:

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 (20%);	O candidato produziu diversos artigos científicos nos últimos 5 anos.	75
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 (29%);	Candidato participou em várias actividades que envolvem mergulho científico, o que é muito relevante para o trabalho em questão.	86
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 (50%);	Candidato organizou várias acções de ciência cidadã no âmbito de um projecto de investigação que esteve na base do seu Doutoramento.	100
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 (1%).	O candidato fez a gestão do seu próprio projecto de investigação em espécies não indígenas, que esteve na base do seu doutoramento.	100
Final score		90.9

Name: Diogo Paulo

Signature:



Position President of the jury

ATA N.º 2
CCMAR/IJ/05/2024
JUNIOR RESEARCHER (M/F) in the area of Biology and Scientific Diving - 1
VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate:

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 (20%);	O candidato tem CV de elevada qualidade.	85
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 (29%);	Candidato participou em vários projetos científicos nos últimos 5 anos, que incluíram experiência de mergulho, tendo uma formação significativa em mergulho científico.	90
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 (50%);	Candidato com várias apresentações orais, participação nos media e eventos, tendo organizado um evento. Organizou acções de ciência cidadã no âmbito do seu doutoramento e do projeto NEMA. Participação em livros com fotografias submarinas da sua autoria.	85
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 (1%).	O candidato fez a gestão do projeto NEMA no âmbito do seu PhD.	65
Final score		86.3

Name: Jorge Manuel dos Santos Gonçalves

Signature:



Position: Member of the jury


ATA N.º 2
CCMAR/IJ/05/2024
JUNIOR RESEARCHER (M/F) in the area of Biology and Scientific Diving - 1
VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate:

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 (20%);	O candidato tem CV de qualidade com 20 artigos científicos publicados, sendo que 14 são nos últimos 5 anos.	80
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 (29%);	Candidato participou em 8 projetos científicos nos últimos 5 anos, dos quais vários incluíram experiência de mergulho. Terminou o seu doutramento em 2024. Tem ainda formação vasta em mergulho científico.	90
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 (50%);	Candidato participou em várias apresentações orais, notícias, entrevistas e eventos, e organizou um evento. No âmbito do projeto NEMA e no seu PhD organizou acções de ciência cidadã. Tem contribuições para livros fotográficos com fotografias submarinas	85
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 (1%).	O candidato geriu o projeto NEMA associado ao seu PhD.	60
Final score		85.2

Name: Bárbara Horta e Costa

Signature: 

Position: Member of the jury