

Minute nº2
Ref. nº CCMAR/IA/09/2024

**International call for 1 vacancy for Social Scientist (M/F) - 1 VACANCY -
Institutional CEEC - Support Contract for Associated Laboratories funded by the
Foundation for Science and Technology (FCT)**

On the 11th of September two thousand twenty-four, at 14:00 hours, the second meeting of the selection panel nominated by the CCMAR Board of Directors on 23/05/2024 for the position Ref. CCMAR/IA/09/2024 under the Institutional CEEC contract - Support Contract for Associated Laboratories funded by the Foundation for Science and Technology (FCT) - was held online. The agenda of this meeting was 1) to admit or exclude candidates based on the documents submitted and 2) to evaluate and rank the candidates. The following members of the selection panel were present:

- Adelino Vicente Mendonça Canário, Professor catedrático at the Universidade do Algarve and CCMAR President (President);

- Karim Erzini, Professor catedrático at Universidade do Algarve and CCMAR researcher;

- Jorge Manuel Dos Santos Gonçalves, Member of the Directive Board of CCMAR, Principal researcher and Professor at Universidade de Cádiz;.....

- Luís Miguel Serra Coelho, Professor Catedrático at Universidade do Algarve.

The member Carlos Sebastian Villasante Larramend, Professor Contratado Doctor at Universidade de Santiago de Compostela justified his absence According to Article 26, paragraph 1, of the Decree-Law no. 124/99, of April 20th, the jury can only function when at least two-thirds of its members are present; therefore, the jury has deemed that the necessary quorum is met to proceed with the evaluation.....

The President started by greeting the panel members and proceeded with the agenda.

1) Admission and exclusion of the candidates

The following candidates applied for the position:

Adriana Isabel Marques Ressurreição

Sezgin Tunca

Milene Lança.....

Intissar Mnasri

All candidates were admitted.....

2) Evaluation and ranking of the candidates.....

The meeting proceeded with each panel member presenting their scores and ranking of each candidate following the criteria published call. This was followed by voting of the candidate for each position according to the scores of each panel member, starting with the first, followed by the second until all the candidates had been ordered. In the vote for the first-place candidate Adriana Isabel Marques Ressurreição was voted by unanimity. In the vote for the second place, Sezgin Tunca was voted by unanimity. Milene Lança was voted unanimously in third place. Intissar Mnasri was automatically placed in the 4th place. As a result of the voting, the ranking is as follows:.....

1- Adriana Isabel Marques Ressurreição.....

2- Sezgin Tunca

3- Milene Lança

4- Intissar Mnasri.....

The documents supporting the ranking of candidates by the selection panel members are annexed to these minutes and are an integral part of the process.

The selection panel decided to proceed with a preliminary hearing of the candidates subject to this preliminary decision. Under Article 121 of the Administrative Procedure Code, all candidates have 10 working days from the date of notification by email to contest the preliminary decision.

Moreover, the decision will become final without further formalities if the candidates do not raise any objection within the legal period.

And, there being nothing further to discuss, the meeting was closed, having previously drawn up these minutes, which, after being read, were unanimously approved by the members of the Selection Committee both regarding their content and the decision that they will be signed solely by the President, with the full consent of the committee members..



Adelino V. M. Canário
(President of the Selection Panel)

Annexe

Assistant Researcher – Social Sciences (M/F) – 1 Position Available
Reference: CCMAR/IA/09/2024

Justification of ranking of candidates

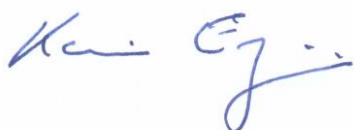
After careful consideration and analysis of the documentation provided by the candidates, and following the established evaluation criteria, the candidates were scored, resulting in the annexed Excel table. The ranking of the candidates is as follows:

The candidate in first place (**Adriana Ressureição**), has a good publication record over the past 5 years, considerable research in the areas of relevance to this position, with participation in many projects. She has experience with project coordination and management, extension and dissemination activities, and supervision of students. Her motivation letter is coherent and her proposed research and future goals are in line with the objectives of CCMAR Thematic Line 2.

The candidate in second place (**Seznic Tunca**) is a promising early career researcher with a very good publication record in recent years in the area of this position. However, the cover letter seems to be for a position at another institution and does not demonstrate clear alignment with the goals of CCMAR. The candidate has limited or no experience in management and coordination of projects or of extension and dissemination activities.

The candidate in third place (**Milene Lança**) has few publications, that are not very relevant to the goals of CCMAR. She has limited experience in project management and coordination. Her cover/motivation letter shows some potential for contributing to the goals of CCMAR in the area of social sciences applied to fisheries and other marine related activities.

The candidate in fourth place (**Intissar Mnasri**) is an early career researcher who has a limited publication record. Her expertise is not in social sciences or socio-economics, although she has some experience working with fisheries and extension and dissemination activities.



Karim Erzini
Professor,
Universidade do Algarve,
Faro,

September 11, 2024

CANDIDATE				Ana Resurreição		Sezgin Tunca		Milene Lança		Intissar Mnasri	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation
Curriculum vitae	0.80	CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed	0.55	80	44.00	90	49.50	60	33.00	30	16.50
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	0.20	90	18.00	80	16.00	70	14.00	50	10.00
		CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	0.04	80	3.20	20	0.80	50	2.00	30	1.20
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	0.01	60	0.60	20	0.20	40	0.40	10	0.10
			0.80	Subtotal:	65.80	Subtotal:	66.50	Subtotal:	49.40	Subtotal:	27.80
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals	0.20	90	18.00	30	6.00	60	12.00	20	4.00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path									
		MC) Ability to present specific contributions to the development of CCMAR, based on the relevance of the scientific and curricular path, career plan, and work plan									
			0.20	Subtotal:	18.00	Subtotal:	6.00	Subtotal:	12.00	Subtotal:	4.00
Curricular and motivational evaluation				Total	83.80	Total	72.50	Total	61.40	Total	31.80



Data e Assinatura:

CANDIDATE				Adriana Resurreição		Sezgin Tunca		Milene Lança		Intissar Mnasri	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation
Curriculum vitae	0,80	CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed	0,55	95	52,25	90	49,50	80	44,00	60	33,00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	0,20	95	19,00	80	16,00	80	16,00	70	14,00
		CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	0,04	90	3,60	75	3,00	85	3,40	70	2,80
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	0,01	90	0,90	50	0,50	85	0,85	50	0,50
0,80				Subtotal:	75,75	Subtotal:	69,00	Subtotal:	64,25	Subtotal:	50,30
Motivation and Capacity for Innovation	0,20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals	0,20	90	18,00	70	14,00	80	16,00	60	12,00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path									
		MC) Ability to present specific contributions to the development of CCMAR, based on the relevance of the scientific and curricular path, career plan, and work plan									
0,20				Subtotal:	18,00	Subtotal:	14,00	Subtotal:	16,00	Subtotal:	12,00
Curricular and motivational evaluation				Total	93,75	Total	83,00	Total	80,25	Total	62,30

Data e Assinatura:

The best candidate was Adriana Resurreição who excelled in all the evaluation criteria, from scientific production to scientific impact in the area required. The second position was awarded to Sezgin Tunca primarily due to his high-quality research papers on the required subject. Milene Lança, a highly skilled social scientist with well-rounded experience in the field, secured the third position. The fourth position went to Intissar Mnasri, a marine biologist with great potential, though still lacking the necessary credentials in the field of social sciences applied to the ocean.

CANDIDATE				Adriana Resurreição		Sezgin Tunca		Milene Lança		Intissar Mnasri	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation
Curriculum vitae	0,80	CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed	0,55	90	49,50	85	46,75	85	46,75	80	44,00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	0,20	85	17,00	90	18,00	80	16,00	85	17,00
		CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	0,04	80	3,20	75	3,00	85	3,40	90	3,60
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	0,01	75	0,75	80	0,80	70	0,70	75	0,75
			0,80	Subtotal:	70,45	Subtotal:	68,55	Subtotal:	66,85	Subtotal:	65,35

CANDIDATE				Adriana Resurreição		Sezgin Tunca		Milene Lança		Intissar Mnasri	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation
Motivation and Capacity for Innovation	0,20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals	0,20	90	18,00	80	16,00	85	17,00	75	15,00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path									
		MC) Ability to present specific contributions to the development of CCMAR, based on the relevance of the scientific and curricular path, career plan, and work plan									
			0,20	Subtotal:	18,00	Subtotal:	16,00	Subtotal:	17,00	Subtotal:	15,00
Curricular and motivational evaluation				Total	88,45	Total	84,55	Total	83,85	Total	80,35

Adriana Resurreição is the strongest overall candidate, with high scores in scientific production, applied research, and extension activities, making her well-suited for a position that prioritizes comprehensive research and public engagement.

Sezgin Tunca is a good second candidate, but mostly suited for roles focused on applied research and management. Milene Lança offers a balanced profile but with less emphasis on management and less experience compared to Adriana and Sezgin.