

## ATA Nº 2

### I – Introduction

On the 9th day of September of two thousand and twenty-four, at ten hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 08/07/2024 for the call Ref. CCMAR/IJ/30/2024. 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: “C644915664-00000026 - PRR: Pacto Bioeconomia Azul - Transversal Biobancos (WP 9), funded by PRR Plano de Recuperação e Resiliência. The jury present at the meeting is composed of Professor Ester Serrão, coordinator of the project at CCMAR and Full Professor at the University of Algarve (President) and researcher at CCMAR, (President); Doctor Neusa Martins, researcher at Universidade do Algarve (full member); Doctor Aschwin Engelen, researcher at CCMAR (full member) and had the following agenda item: statement of no conflicts of interest, admission and evaluation of applications admitted to the contract CCMAR/IJ/30/2024.

### II - Statement of no conflict of interests

We, the members of this jury, 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

4 applications were received for the position:

Sana Bashir

Francisca Félix de Azeredo Pinto e Melo

Samara Rodrigues Leitão de Albuquerque

Marlene Pacheco Trindade

### IV - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the candidates Sana Bashir, Samara Rodrigues Leitão de Albuquerque and Marlene Pacheco Trindade due to failure in meeting requirement number 9.2) to hold experience in the cryopreservation of marine organisms demonstrated by work experience and publications. The candidates

did not demonstrate experience in the cryopreservation of marine organisms through the elements provided (curriculum vitae, articles and motivation letter).

#### V - Evaluation of applications

The evaluation and selection of admitted applications will consider the candidate's scientific and curricular career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC, as follows:

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 (50%);

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 (35%);

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. This includes activities related to the preparation and submission of applications for scientific, technological, or innovation projects. (5%).

Criterion CA will be scored based on the scientific output presented by the candidate.

Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely:

- Experience in the cryopreservation of marine organisms (100%)

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 Francisca Félix de Azeredo Pinto e Melo received 3 votes. The jury then continuing 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	Professor Ester Serrão	Doctor Neusa Martins	Doctor Aschwin Engelen	Selected
1	Francisca Félix de Azeredo Pinto e Melo	Francisca Félix de Azeredo Pinto e Melo	Francisca Félix de Azeredo Pinto e Melo	Francisca Félix de Azeredo Pinto e Melo

Table 2. Final ranking of the candidates - call CCMAR/IJ/30/2024.

Candidates	Final Ranking
Francisca Félix de Azeredo Pinto e Melo	1 <sup>st</sup>

✓ - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors hiring Francisca Félix de Azeredo Pinto e Melo 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 annex, which after being read and approved were signed by the members of the jury.



Professor Ester Serrão



Doctor Neusa Martins



Doctor Aschwin Engelen

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ATA N.º 2  
**CCMAR/IJ/30/2024**  
**JUNIOR RESEARCHER (M/F) in the area of Biological Sciences - 1**  
**VACANCY**

**ANNEX 1**  
**CURRICULAR EVALUATION**

Candidate: Francisca Félix de Azeredo Pinto e Melo

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 (50%); Criterion CA will be scored based on the scientific output presented by the candidate.	The candidate has published 6 papers in the last 5 years and additionally 3 were submitted. The scientific content of most of the papers is within the required field of expertise for this specific application.	16
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 (35%); Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Experience in the cryopreservation of marine organisms (100%)	The candidate has experience on the required research field; demonstrated expertise on the cryopreservation of the genetic material of several marine organisms such as the Senegalese sole, seabream and <i>Crassostrea angulata</i> .	18
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%);	Participation in several congresses, workshops, seminars and training courses. Experience in the co-supervision of students.	18
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. This includes activities related to the preparation and submission of applications for scientific, technological, or innovation projects. (5%).	Participation in research projects. Worked as project manager in an African aquaculture company.	14
<b>Final score</b>		<b>16.8</b>

Doctor Neusa Martins,

*Neusa Martins*

Member of the jury



**ATA N.º 2**  
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**JUNIOR RESEARCHER (M/F) in the area of Biological Sciences - 1**  
**VACANCY**

**ANNEX 1**  
**CURRICULAR EVALUATION**

Candidate: Francisca Félix de Azeredo Pinto e Melo

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
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 (50%); Criterion CA will be scored based on the scientific output presented by the candidate.	The candidate has produced a number of papers with high relevance to the subject of the call.	17
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 (35%); Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Experience in the cryopreservation of marine organisms (100%)	The candidate demonstrated considerable experience in cryopreserving genetic material of marine organisms.	17
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 participated in several conferences, workshops and training events, and has experience in the co-supervision of students.	16
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. This includes activities related to the preparation and submission of applications for scientific, technological, or innovation projects. (5%).	The candidate has participated in 2 projects and worked abroad as project and production manager in aquaculture companies.	13
<b>Final score</b>		<b>16.7</b>

Professor Ester Serrão,

*Ester Serrão*

President of the Juri



**ATA N.º 2**  
**CCMAR/IJ/30/2024**  
**JUNIOR RESEARCHER (M/F) in the area of Biological Sciences - 1**  
**VACANCY**

**ANNEX 1**  
**CURRICULAR EVALUATION**

Candidate: Francisca Félix Azeredo

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 (50%); Criterion CA will be scored based on the scientific output presented by the candidate.	6 papers, 2 submitted since 2019, mostly as first author, off which several on cryopreservation	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 (35%); Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Experience in the cryopreservation of marine organisms (100%)	Cryopreservation experience in fish and bivalves as part of the PhD. Had management positions in the commercial sector that required independence and management and people skills.	18
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%);	Gave seminars and teaching, participated in 26 meetings/conferences with presentations both oral and posters of which 16 since 2019.	16
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. This includes activities related to the preparation and submission of applications for scientific, technological, or innovation projects. (5%).	Limited experience in scientific project management, but has been manager in three companies with responsible functions. Some supervision experience of students.	12
<b>Final score</b>		<b>17.5</b>

Name: Aschwin Engelen

Signature: 

Position Member of the jury

