

Flávio Alves

Sofia Espírito

ATA Nº 2

I – Introduction

On the 6th day of November of two thousand and twenty-four, at 15 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors by the CCMAR board of Directors on 22/07/2024 for the call Ref. CCMAR/IJ/29/2024. 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 with Ref. HORIZON-CL6-2021-BIODIV-01-101059988 - Marine Protected Areas Europe, funded by European Commission through the Horizon Europe Programme. The jury present at the meeting is composed of Doctor Jorge Assis, coordinator of the project at CCMAR and team leader of the Biodiversity Data Science research group (President); Doctor Bárbara Horta e Costa, researcher at UALG and CCMAR (full member); and Doctor Mark Costello, Project coordinator and researcher at Nord University (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/29/2024.

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

Fifteen applications were received for the position:

Alessia Caterina Ciralo;

Alpar Vajk Kramer;

Ana Carolina Aires Morais;

André Ricardo de Araújo Lima;

Anna Nazarova;

Asma Fatima;

Chandra Shekhar Azad Kashyap;

Frederico Manuel Vaz Pontes Vitorino Mestre;

Hamidreza Rahimi;

Maria da Graça Tomás;

Marlene Pacheco Trindade;
Roberto Santos da Silva;
Sajad Farahani;
Sara Nujo Veríssimo;
Seyed Mohammad Sadeghi Nasaj.

IV - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the candidates Ana Carolina Aires Morais, Anna Nazarova and Roberto Santos da Silva due to failure in meeting requirement number 1, of holding a PhD in Natural Sciences, Environmental Sciences, Biological Sciences, or related area.

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 (70%);

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 (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 (4%);

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. (1%).

Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.

Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python (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 Frederico Manuel Vaz Pontes Vitorino Mestre received 3 votes. In accordance with the official announcement in the event of a tie, applying the previous criteria, the president of the jury will make the tie-breaking decision. 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	Jorge Assis	Bárbara Horta e Costa	Marc Costello	Selected
1	Frederico Manuel Vaz Pontes Vitorino Mestre	Frederico Manuel Vaz Pontes Vitorino Mestre	Frederico Manuel Vaz Pontes Vitorino Mestre	Frederico Manuel Vaz Pontes Vitorino Mestre
2	Andre Ricardo de Araujo Lima	Andre Ricardo de Araujo Lima	Andre Ricardo de Araujo Lima	Andre Ricardo de Araujo Lima
3	Sara Nujo Verissimo	Sara Nujo Verissimo	Sara Nujo Verissimo	Sara Nujo Verissimo
4	Alessia Caterina Ciruolo	Alessia Caterina Ciruolo	Alessia Caterina Ciruolo	Alessia Caterina Ciruolo
5	Chandra Shekhar Azad Kashyap	Sajad Farahani	Alpar Vajk Kramer	Chandra Shekhar Azad Kashyap
6	Asma Fatima	Sajad Farahani	Alpar Vajk Kramer	Asma Fatima
7	Sajad Farahani	Sajad Farahani	Alpar Vajk Kramer	Sajad Farahani
8	Alpar Vajk Kramer	Hamidreza Rahimi	Alpar Vajk Kramer	Alpar Vajk Kramer
9	Hamidreza Rahimi	Hamidreza Rahimi	Hamidreza Rahimi	Hamidreza Rahimi
10	Seyed Mohammad Sadeghi Nasaj	Seyed Mohammad Sadeghi Nasaj	Seyed Mohammad Sadeghi Nasaj	Seyed Mohammad Sadeghi Nasaj
11	Marlene Pacheco Trindade	Maria da Graca Tomas	Marlene Pacheco Trindade	Marlene Pacheco Trindade
12	Maria da Graca Tomas	Maria da Graca Tomas	Maria da Graca Tomas	Maria da Graca Tomas

Table 2. Final ranking of the candidates - call CCMAR/11/29/2024.

Candidates	Final Ranking
Frederico Manuel Vaz Pontes Vitorino Mestre	1 st
Andre Ricardo de Araujo Lima	2 nd
Sara Nujo Verissimo	3 rd
Alessia Caterina Ciruolo	4 th
Chandra Shekhar Azad Kashyap	5 th
Asma Fatima	6 th
Sajad Farahani	7 th

Alpar Vajk Kramer	8 th
Hamidreza Rahimi	9 th
Seyed Mohammad Sadeghi Nasaj	10 th
Marlene Pacheco Trindade	11 th
Maria da Graca Tomas	12 th

V - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors hiring Frederico Manuel Vaz Pontes Vitorino Mestre, 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 4 pages, and annex, which after being read and approved were signed by the members of the jury.



Doctor Jorge Assis



Doctor Bárbara Horta e Costa



Doctor Mark Costello

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY


ANNEX 1
CURRICULAR EVALUATION

Candidate: Frederico Manuel Vaz Pontes Vitorino Mestre

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Frederico has an impressive record of scientific publications in peer-reviewed journals, especially focusing on species distribution modeling, metapopulation dynamics, and landscape ecology. His work on the effects of human disturbances on food webs and ecological networks, as detailed in papers such as Ecology Letters and Journal of Biogeography, is highly relevant to the project's focus on connectivity and species distribution under climate change (motivation_letter)(three_papers).</p> <p>Relevance: His expertise in ecological networks, species persistence, and landscape connectivity aligns directly with the project tasks, especially in terms of developing connectivity proxies and climate change scenarios for marine species(CV - FMestre)(motivation_letter).</p>	95
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Frederico has extensive experience in applied research, including the development of R packages for metapopulation dynamics and landscape connectivity, which is critical for the modeling tasks in this project (motivation_letter)(CV - FMestre). He has also worked on multiple projects that integrate ecological modeling with conservation applications, further demonstrating his ability to contribute to this project's goals.</p> <p>Programming Skills: Frederico is an advanced R user and has created several R packages relevant to species distribution modeling and connectivity. He also has some experience with Python and Julia, though his primary expertise lies in R (motivation_letter)(CV - FMestre).</p>	100
<p>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 (4%);</p>	<p>Dissemination: Frederico has actively disseminated his work through publications, presentations, and blog contributions. He has also created videos to explain his research and participates in outreach activities, which demonstrate a strong commitment to knowledge dissemination (motivation_letter).</p>	95
<p>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</p>	<p>Project Management: Frederico has co-ordinated research lines and participated in multiple research projects, including writing and submitting grant proposals, which indicates a solid background in project management (motivation_letter)(CV - FMestre).</p>	85

applications for scientific, technological, or innovation projects. (1%).		
Final score		96.15

Name: Jorge Assis

Signature: 

Position (President of the jury)

ATA N.º 2

CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: André Ricardo de Araújo Lima

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: André has a substantial record of impactful scientific publications, particularly focused on the effects of climate change on marine ecosystems and species distribution. His work on forecasting habitat suitability for sardines under climate change scenarios aligns well with the project tasks, including species distribution modeling and the development of proxies for changes in marine species distributions(Articles_André Lima)(Curriculum Vitae_André...).</p> <p>Relevance: His recent publications on ecological niche modeling and habitat suitability under climate change, along with the integration of physiological responses into SDMs, directly match the core objectives of this project (Articles_André Lima)(Motivation Letter_Andre...).</p>	90
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: André has extensive experience applying computational tools like R for ecological niche modeling, generalized additive models (GAMs), and species distribution modeling (SDMs). His work in ecological modeling, especially in forecasting species responses to climate change, is directly applicable to this project(Articles_André Lima)(Motivation Letter_Andre...).</p> <p>Programming Skills: His expertise in R, ArcGIS, and QGIS is well-demonstrated, making him a strong fit for the data modeling tasks required by the project</p>	80
<p>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 (4%);</p>	<p>Dissemination: André has a strong record of knowledge dissemination, including co-organizing scientific events, publishing impactful papers, and acting as an Associate Editor for journals. He has also participated in outreach activities related to ocean literacy</p>	90
<p>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. (1%).</p>	<p>Project Management: André has coordinated several research projects, including EU-funded initiatives such as FUTURELARVAE, which aligns with the project's management and collaboration requirements</p>	90
Final score		87.5

Name: Jorge Assis

Signature: 

Position (President of the jury

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JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

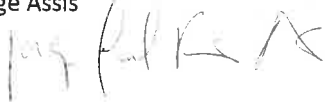
Candidate: Sara Nujo Veríssimo

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Sara has published in the field of avian ecology, with several key studies on seabirds, including the impact of fisheries on the diet of yellow-legged gulls and the influence of pollution on seabird physiology. Her work includes publications in journals like Marine Ecology Progress Series and Science of the Total Environment, which are directly relevant to marine species ecology and conservation(Articles Together)(CV_Eng).</p> <p>Relevance: Her focus on marine conservation, seabird ecology, and human impacts on marine ecosystems aligns with the project's objectives of understanding species distribution and connectivity in marine environments. Her PhD research on plastic pollution and its effects on seabirds further highlights her contributions to marine conservation(CV_Eng)(Motivation Letter_CCMAR...).</p>	75
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Sara has demonstrated extensive fieldwork experience with seabirds, including data collection on species like Larus michahellis and Ichthyaetus audouinii. Her research experience with biological samples (feathers, blood) and the statistical analysis of ecological data is well aligned with the project's requirements. Her use of R for data analysis supports her ability to handle the programming tasks required for this project(CV_Eng)(Motivation Letter_CCMAR...).</p> <p>Programming Skills: Her proficiency with R for statistical analysis, combined with her ecological modeling experience, makes her well-suited for the applied research component of the project (CV_Eng).</p>	85
<p>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 (4%);</p>	<p>Dissemination: Sara has actively contributed to scientific knowledge dissemination through presentations at national and international conferences. Her work has also been published in multiple peer-reviewed journals, showcasing her commitment to sharing research findings with the broader scientific community(CV_Eng)(Motivation Letter_CCMAR...).</p>	80
<p>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</p>	<p>Project Management: Sara has coordinated various research activities as part of her PhD and research fellow roles, including collaboration with different teams and managing fieldwork logistics. While she has not led large-scale projects, her leadership in coordinating smaller research activities is evident (Motivation Letter_CCMAR...).</p>	85

related to the preparation and submission of applications for scientific, technological, or innovation projects. (1%).		
Final score		77.8

Name: Jorge Assis

Signature:



Position (President of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1 - CURRICULAR EVALUATION

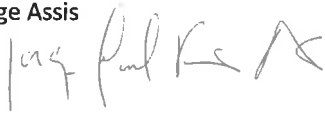
Candidate: Alessia Caterina Ciraolo

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Alessia has 4 peer-reviewed publications, particularly in the area of deep-sea benthic ecosystems, nutrient cycling, and habitat heterogeneity. Her work is partially relevant to the project tasks, with specific focus on ecological functions, carbon cycling, and nutrient dynamics, as showcased in her recent 2023 publications(3 paperes combined_ACC)(CV_ACC).</p> <p>Interdisciplinary Research: Her Ph.D. and postdoctoral work in marine biology align well with the biodiversity and connectivity tasks of the project. She has experience with ecological models, oxygen flux measurements, and carbon cycling(3 paperes combined_ACC) (Cover Letter_ACC).</p> <p>Relevant Skills: Demonstrated use of R software for statistical analyses such as ANOVA, GLM, and GAM supports her capacity to perform modeling tasks(Cover Letter_ACC) (CV_ACC).</p>	60
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Fieldwork and Data Analysis: Extensive experience in fieldwork, including oceanographic cruises, sediment sampling, and underwater data collection using ROVs and sensors (3 paperes combined_ACC)(Cover Letter_ACC)(CV_ACC).</p> <p>Programming Skills: Demonstrated ability to use R for complex statistical analyses, which is a mandatory requirement for the project (CV_ACC).</p> <p>Additional Strength: Hands-on experience in bioinformatic analyses and the use of molecular techniques further broadens her skillset in environmental data processing(Cover Letter_ACC).</p>	80
<p>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 (4%);</p>	<p>Dissemination: Alessia has participated in multiple international conferences and symposiums, where she presented her work. She has also engaged in outreach activities, including podcasts and volunteer roles at scientific meetings(Cover Letter_ACC) (CV_ACC).</p> <p>Scientific Writing and Peer Review: She has peer-reviewed scientific papers and contributed to publications, which supports her capacity for knowledge dissemination (Cover Letter_ACC).</p>	80
<p>CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of</p>	<p>Project and Team Coordination: Alessia coordinated a teaching assistant team and managed several research projects during her</p>	80

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. (1%).	Ph.D., overseeing deadlines, fieldwork, and lab experiments. She has experience communicating with stakeholders and managing collaborations with international teams(Cover Letter_ACC)(CV_ACC).	
Final score		66

Name: Jorge Assis

Signature:



Position (President of the jury)

ATA N.º 2

CCMAR/IJ/29/2024


JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Chandra Shekhar Azad Kashyap

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Chandra Shekhar Azad Kashyap has a strong track record of scientific publications in environmental geochemistry, hydrogeology, and contamination studies. His research has focused on areas like arsenic and fluoride contamination in groundwater, which demonstrates his expertise in environmental chemistry but is less aligned with marine ecology, species distribution, or connectivity modeling(Publications)(Resume_Kashyap).</p> <p>Relevance: His work on biogeochemical cycles, while rigorous, does not directly address the core aspects of marine species distributions, climate change, or connectivity modeling, which somewhat limits the relevance of his scientific production to this project</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Chandra has a wealth of experience in hydrogeochemistry and contamination studies, with extensive fieldwork in estuaries, groundwater systems, and terrestrial ecosystems. However, his direct experience in marine ecology and the modeling of species distribution under climate change scenarios is limited. Programming Skills: He has demonstrated proficiency in multiple programming languages (FORTRAN, Python, C), as well as experience with GIS, remote sensing, and various environmental modeling systems(Cover_Letter) (Resume_Kashyap). This meets the technical programming skills required for the project.</p>	75
<p>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 (4%);</p>	<p>Dissemination: Chandra has presented at international conferences, published in high-impact journals, and contributed to interdisciplinary research in hydrogeochemistry and environmental management (Resume_Kashyap). However, his dissemination activities are focused more on geoscience than marine ecology.</p>	80
<p>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. (1%).</p>	<p>Project Management: Chandra has managed research projects in environmental contamination, including international collaborations and field expeditions (Resume_Kashyap). His project management experience, though not specific to marine ecology, demonstrates strong organizational and leadership skills.</p>	85
Final score		50.8

Name: Jorge Assis

Signature: 

Position (President of the jury)

CCMAR/IJ/29/2024


JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Asma Fatima

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Asma Fatima has a strong portfolio of scientific publications, particularly in marine biology, aquaculture, and water quality assessment. Her research covers topics such as the nutritional strategies for seabreams, fish health, and water quality parameters in aquaculture.(ASMA FATIMA_CV)(MOTIVATION LETTER (CCMA...)(Research articles_ASMA ...).</p> <p>Relevance: While her expertise in aquaculture and fishery management is notable, her recent work is less directly aligned with the core focus of the project on connectivity, species distribution under climate change, or modeling, which slightly limits her relevance to the project's goals</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Asma has considerable experience in field surveys, data collection, and management of fish populations, as well as water quality monitoring. However, her experience in programming (R and SPSS) and computational modeling appears less developed compared to what is required for this project(ASMA FATIMA_CV) (MOTIVATION LETTER (CCMA...).</p> <p>Programming Skills: She demonstrates familiarity with SPSS and R but lacks deeper computational modeling experience, which is critical for the development of connectivity and climatic proxies</p>	70
<p>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 (4%);</p>	<p>Dissemination: Asma has been actively involved in academic dissemination through conference presentations, poster sessions, and contributions to national and international journals. Her efforts in outreach related to marine biology further support her extension activities</p>	85
<p>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. (1%).</p>	<p>Project Management: Asma has led several research projects in aquaculture and fish breeding, indicating a strong capacity for managing scientific activities, which aligns with the management expectations of this role</p>	85
Final score		49.75

Name: Jorge Assis

Signature: 

Position (President of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION


Candidate: Sajad Farahani

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Sajad Farahani has a diverse body of scientific work, particularly in the field of parasitology and aquatic ecology. His work focuses on host-parasite interactions, predator avoidance behavior, and the evolutionary ecology of invasive species. His recent publications in Parasitology and other reputable journals show solid contributions to ecological understanding, but his work is less focused on the specific marine biodiversity and climate change modeling central to this project(cover letter, Farahani)(Sajad Farahani Publicat...).</p> <p>Relevance: Although his research in behavioral ecology is rigorous, it is less aligned with the project's focus on marine species distribution, connectivity, and climate change scenarios. His expertise in evolutionary ecology and species interactions provides some relevance but lacks direct alignment with the core modeling tasks (cover letter, Farahani)(Sajad Farahani Publicat...).</p>	30
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Sajad has applied research experience in aquatic and evolutionary ecology, with a focus on host-parasite interactions and invasive species dynamics. His recent work at the Iranian Fisheries Research Institute (IFRI) and Algarve University provides applied ecological research experience, although less directly related to marine species connectivity or climate change(cover letter, Farahani)(CV, Farahani).</p> <p>Programming Skills: He has demonstrated proficiency in R, Python, and mathematical modeling, which is essential for the tasks required in the project(CV, Farahani).</p>	90
<p>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 (4%);</p>	<p>Dissemination: Sajad has actively disseminated his research through international conferences, publications, and teaching engagements. He has contributed to scientific outreach, particularly in Iran, through his popular WhatsApp channel aimed at fish farmers, showcasing his commitment to knowledge dissemination(cover letter, Farahani).</p>	90
<p>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</p>	<p>Project Management: Sajad has coordinated field research projects and postdoctoral work in various institutions, showcasing his ability to manage research activities, although there is limited evidence of managing large-scale international collaborations(CV, Farahani).</p>	85

for scientific, technological, or innovation projects. (1%).		
Final score		47.95

Name: Jorge Assis

Signature:



Position (President of the jury)


ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Alpar Vajk Kramer

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Alpar has a background in applied mathematics, with significant contributions in graph theory, genome rearrangements, and combinatorial structures, as evidenced by his work in journals such as Journal of Mathematical Chemistry(Journal of Mathematical...). However, his scientific output in the past five years doesn't directly relate to the core ecological or marine tasks of the project.</p> <p>Relevance: While his expertise in mathematical modeling, optimization, and computational approaches is strong, the lack of direct marine or ecological research in his recent publications limits the relevance to this project(CV)(Journal of Mathematical...).</p>	30
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Alpar's experience with multivariate analysis, machine learning, and optimization methods in prior roles, such as working on sea exploration and exploitation using computational tools like Gaussian Processes, demonstrates his strong analytical and computational skills(Cover Letter).</p> <p>However, his direct experience in marine data modeling and species distribution under climate change scenarios is limited.</p> <p>Programming Skills: He has substantial programming expertise in Python, R, and other languages, which meets the project's requirement(CV).</p>	90
<p>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 (4%);</p>	<p>Teaching and Outreach: Alpar has extensive teaching experience in applied mathematics and operations research, as well as participation in conferences across various fields. This suggests a solid record of knowledge dissemination, though less so in direct outreach or public engagement in marine ecology(CV).</p>	80
<p>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. (1%).</p>	<p>Project Management: While Alpar has not led large-scale scientific projects directly linked to marine ecology, his role in managing research and teaching assistant teams during his academic career provides some relevant experience in research management(Cover Letter).</p>	90
Final score		47.6

Name: Jorge Assis

Signature: 

Position (President of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

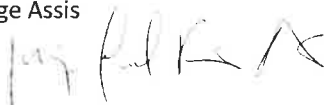
Candidate: Hamidreza Rahimi

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Hamidreza Rahimi has a robust publication record in the areas of fluid mechanics, environmental hydrodynamics, and open-channel flows. His work focuses on interactions between vegetation and water flow, with several high-impact publications in <i>Advances in Water Resources</i> and <i>Water Resources Management</i>. These contributions are highly technical and relevant to understanding hydrodynamic models, but less directly aligned with marine species distribution modeling and climate change proxies (Hamidreza Rahimi.CV_.EN...)(Motivation.HRR_.Faro_)(Three Publications). Relevance: While his research in hydraulic modeling and eco-hydraulics is strong, the relevance to marine ecology, connectivity, and species distribution under climate change is less direct. His work does not focus on biodiversity or species distribution modeling, which limits his relevance for the project(Motivation.HRR_.Faro_).</p>	30
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Hamidreza has extensive experience with computational fluid dynamics (CFD) models, as well as practical applications of hydrological modeling in river and channel systems. This expertise is relevant to modeling environmental data and ocean currents, though his direct experience with marine species distribution and climate proxies is more limited(Hamidreza Rahimi.CV_.EN...)(Three Publications). Programming Skills: He demonstrates proficiency in programming languages including Python, Matlab, and R, which are essential for this project's modeling tasks(Hamidreza Rahimi.CV_.EN...).</p>	80
<p>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 (4%);</p>	<p>Dissemination: Hamidreza has actively participated in international conferences and has published extensively in well-known scientific journals. He has also been involved in outreach activities through public lectures and workshops, sharing his research with diverse audiences (Motivation.HRR_.Faro_).</p>	85
<p>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</p>	<p>Project Management: Hamidreza has led and coordinated multiple international research projects, securing funding and managing interdisciplinary teams. His experience in project management is robust, particularly in overseeing large-scale hydrological studies(Hamidreza Rahimi.CV_.EN...)(Motivation.HRR_.Faro_).</p>	90

applications for scientific, technological, or innovation projects. (1%).		
Final score		45.3

Name: Jorge Assis

Signature:



Position (President of the jury)

ATA N.º 2

CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Seyed Mohammad Sadeghi Nasaj

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Seyed Mohammad Sadeghi Nasaj has a strong research background, particularly in marine biogeochemistry and aquaculture. (cover letter)(CV Seyed Mohammad Sadeg...)(published papers). His work on water quality and nutrient dynamics in aquaculture does not align well with the environmental data modeling tasks of this project. Relevance: His research focuses on marine systems, water quality, and the ecological impacts of aquaculture, is not in the scope of the project's objectives, particularly in developing connectivity proxies and climate change modeling for marine ecosystems.</p>	30
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Seyed has significant applied research experience in marine biogeochemistry, with expertise in optical properties of dissolved organic matter, water quality analysis, and nutrient cycling in marine systems. He has also been involved in applied aquaculture research, which includes practical experience with environmental monitoring and fieldwork(cover letter)(CV Seyed Mohammad Sadeg...).</p> <p>Programming Skills: He demonstrates proficiency in statistical programming languages such as R and Matlab, which are essential for the computational modeling tasks of this project(CV Seyed Mohammad Sadeg...).</p>	80
<p>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 (4%);</p>	<p>Dissemination: Seyed has actively disseminated his research through peer-reviewed publications, international conferences, and collaborative research projects across Spain, Iran, and other countries. His work has had notable scientific impact, and he has contributed to various outreach activities (cover letter)(published papers).</p>	80
<p>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. (1%).</p>	<p>Project Management: Seyed has led several field research projects, including marine biogeochemistry studies and aquaculture-based initiatives. His management experience in research, combined with his leadership in laboratory activities, reflects his capacity to manage scientific projects effectively(CV Seyed Mohammad Sadeg...).</p>	90
Final score		45.1

Name: Jorge Assis

Signature: 

Position (President of the jury)

ATA N.º 2

CCMAR/IJ/29/2024


JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Marlene Pacheco Trindade

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Marlene has several high-impact publications, notably focusing on molecular biology, stem cell biology, and developmental biology. Her research contributions on stem cell renewal and the role of key transcription factors in embryonic development are highly relevant to the project's need for advanced modeling and cellular-level processes. (Artigos)(Motivation letter).</p> <p>Relevance: While her research background in stem cells and developmental biology is strong, it is not directly focused on marine species, connectivity, or climate change scenarios. However, her experience in advanced biological systems modeling could bring valuable insights into ecological processes(Marlene Trindade_CV)(Motivation letter).</p>	45
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Marlene has applied research experience in several projects related to molecular and cellular biology. She also has expertise in proteomics and transcriptomics, which can be indirectly relevant for environmental modeling, though her experience is not specific to marine or ecological systems(Marlene Trindade_CV)(Motivation letter).</p> <p>Programming Skills: Marlene has experience using bioinformatics tools and analyzing large datasets, but there is no explicit mention of programming skills in R or Python, which are essential for this project.</p>	10
<p>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 (4%);</p>	<p>Dissemination: Marlene has participated in numerous conferences and workshops, published her work in well-regarded journals, and contributed to scientific outreach through teaching Erasmus students and mentoring younger researchers. Her active involvement in knowledge dissemination is well-established(Marlene Trindade_CV) (Motivation letter).</p>	85
<p>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. (1%).</p>	<p>Project Management: Marlene has been involved in managing various aspects of lab operations, including supervising students and handling laboratory supplies. She has demonstrated leadership skills during her PhD and research assistantship, though not in large-scale project management(Marlene Trindade_CV).</p>	85
Final score		38.25

Name: Jorge Assis

Signature: 

Position (President of the jury)

ATA N.º 2-CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

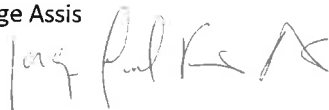
ANNEX 1-CURRICULAR EVALUATION

Candidate: Maria da Graça Tomás

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Maria has a robust portfolio of publications focusing on food technology, particularly on the evaluation of bioactive compounds, food chemistry, and post-harvest technology, with multiple papers published in high-impact journals such as Scientia Horticulturae and South African Journal of Botany. Her work on the physicochemical characteristics of pitaya aligns with environmental data processing, although not directly related to marine species or connectivity modeling(3 artigos Publicados. M...)(CV english Maria.Graça...).</p> <p>Relevance: While her research contributions are strong, the focus is more on food science and agricultural systems rather than biodiversity, species distribution, or climate proxies, which limits the direct relevance of her publications to the project goals(Motivation Letter Maria).</p>	30
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Maria has been actively involved in applied research related to food science, agro-processing, and the evaluation of bioactive compounds. However, her practical experience in programming or ecological modeling (R, Python) for climate or connectivity proxies is not evident from her application(CV english Maria.Graça...)(Motivation Letter Maria).</p> <p>Programming Skills: Her technical expertise seems to focus more on food technology and less on computational modeling, which is a core requirement for the project tasks.</p>	20
<p>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 (4%);</p>	<p>Dissemination: Maria has participated in numerous conferences and workshops, sharing her research findings with both academic and professional audiences. She has been involved in teaching and outreach activities, further showcasing her commitment to knowledge dissemination (CV english Maria.Graça...)(Motivation Letter Maria).</p>	80
<p>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. (1%).</p>	<p>Project Management: Maria has experience managing academic programs, such as coordinating a Master's course in Agrosystems Management, which reflects her leadership and project management capabilities (Motivation Letter Maria).</p>	80
Final score		30

Name: Jorge Assis

Signature:



Position (President of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Frederico Manuel Vaz Pontes Vitorino Mestre

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Frederico's publication record is truly noteworthy. He has consistently published in high-impact journals, and his work on species distribution modeling, metapopulation dynamics, and landscape ecology is directly relevant to the core themes of this project. I was particularly impressed by his research on the impacts of human disturbance on ecological networks, as published in Ecology Letters and the Journal of Biogeography. This background positions him well to address the project's focus on understanding connectivity and species distributions in the context of climate change.</p>	95
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Frederico possesses substantial experience in applied research. His development of R packages for metapopulation dynamics and landscape connectivity is especially valuable, as these tools will be essential for the modeling work within this project. His prior involvement in projects that bridge ecological modeling and conservation applications further demonstrates his ability to contribute meaningfully to our research objectives. While his primary programming language is R, in which he demonstrates advanced proficiency, he also has experience with Python and Julia, offering flexibility in our project's computational approaches.</p>	90
<p>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 (4%);</p>	<p>Frederico has an admirable commitment to communicating his research beyond academia. He has effectively disseminated his findings through diverse channels, including publications, presentations, and blog posts. His creation of educational videos and participation in outreach activities underscore his dedication to making scientific knowledge accessible to a broader audience.</p>	90
<p>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</p>	<p>Frederico has demonstrated his capacity for project management through his co-coordination of research initiatives and contributions to various research projects. His experience in grant proposal writing and submission further strengthens his qualifications in this area.</p>	85

related to the preparation and submission of applications for scientific, technological, or innovation projects. (1%).		
Final score		93.45

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: André Ricardo de Araújo Lima

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>André possesses an extensive publication record that speaks directly to the research needs of this project. His work consistently focuses on the impacts of climate change on marine ecosystems and species distribution, with a clear emphasis on predicting how species like sardines will respond to shifting environmental conditions. I was particularly interested in his recent publications on ecological niche modeling and the integration of physiological data into species distribution models (SDMs). This sophisticated approach to understanding species' responses to climate change aligns perfectly with the project's aims to develop robust models for predicting future distributions and connectivity patterns.</p>	85
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>André has a strong background in applying computational tools to address ecological questions. He demonstrates considerable experience using R for ecological niche modeling, generalized additive models (GAMs), and SDMs, particularly in the context of forecasting species' responses to climate change. His expertise in these areas is highly relevant to the project's core modeling tasks. Furthermore, his proficiency in GIS software like ArcGIS and QGIS will be invaluable for spatial analysis and data visualization within the project.</p>	85
<p>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 (4%);</p>	<p>André clearly values knowledge sharing and dissemination. His involvement in co-organizing scientific events, publishing influential papers, and serving as an Associate Editor for journals demonstrates his commitment to advancing the field of marine ecology. I also commend his efforts to promote ocean literacy through outreach activities, which is essential for broader societal understanding and support for marine conservation.</p>	90
<p>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. (1%).</p>	<p>André's leadership experience in research projects, including EU-funded initiatives like FUTURELARVAE, is a significant asset. His ability to successfully manage complex projects, coordinate teams, and secure funding highlights his strong leadership and collaborative skills, which are essential for effectively contributing to and potentially leading aspects of this project.</p>	90
Final score		85.25

Name: Bárbara Horta e Costa

Signature:

Bárbara Bentes Horta e Costa

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Sara Nujo Veríssimo

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Sara has made significant contributions to the field of avian ecology, publishing several pivotal studies on seabirds that examine the impact of fisheries on the diet of yellow-legged gulls and the influence of pollution on seabird physiology. Her research has appeared in respected journals such as Marine Ecology Progress Series and Science of the Total Environment, underscoring its relevance to marine species ecology and conservation. With a strong focus on marine conservation, seabird ecology, and the human impacts on marine ecosystems, her work aligns closely with the project's objectives of understanding species distribution and connectivity within marine environments. Additionally, her PhD research on plastic pollution and its effects on seabirds further emphasizes her commitment to advancing marine conservation efforts.</p>	80
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Sara has demonstrated extensive fieldwork experience with seabirds, engaging in data collection on species such as <i>Larus michahellis</i> and <i>Ichthyaetus audouinii</i>. Her background includes working with biological samples, including feathers and blood, as well as performing statistical analyses of ecological data, which aligns well with the project's requirements. Her proficiency in using R for data analysis not only supports her ability to handle the programming tasks necessary for this project but also complements her experience in ecological modeling. This combination of skills makes her particularly well-suited for the applied research components of the project, ensuring that she can contribute effectively to its goals.</p>	85
<p>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 (4%);</p>	<p>Sara has been actively involved in disseminating scientific knowledge, delivering presentations at both national and international conferences to share her research insights. Her commitment to contributing to the broader scientific community is further evidenced by her publications in multiple peer-reviewed journals. Through these efforts, she not only advances her field but also fosters collaboration and dialogue among researchers, highlighting the importance of sharing findings to enhance collective understanding in the scientific community.</p>	85
<p>CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and</p>	<p>Sara has successfully coordinated a range of research activities throughout her PhD and research fellow roles, effectively collaborating with diverse teams and managing fieldwork logistics. Although she has not yet taken the lead on large-</p>	85

<p>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. (1%).</p>	<p>scale projects, her leadership skills are clearly demonstrated through her ability to oversee and coordinate smaller research initiatives. This experience has equipped her with a solid foundation in project management, preparing her for future opportunities to expand her leadership in larger collaborative endeavors.</p>	
<p>Final score</p>		<p>81.5</p>

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2

CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1 - CURRICULAR EVALUATION

Candidate: Alessia Caterina Ciruolo

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Alessia has produced four peer-reviewed papers, with her primary focus on deep-sea benthic ecosystems, nutrient cycling, and habitat heterogeneity. While her research intersects with several core areas of this project, such as ecological functions and carbon cycling, the relevance to specific project objectives is partial. Her recent 2023 publications provide valuable insights into these areas, though her work does not fully encompass all of the project's specific tasks.</p> <p>Relevant Skills: Alessia is proficient in R, as evidenced by her experience conducting statistical analyses (ANOVA, GLM, GAM), which are essential for the modeling tasks anticipated in this project.</p>	50
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Additional Strength: Her experience with bioinformatics and molecular techniques further complements her ability to handle environmental data, adding depth to her applied research skill set.</p>	90
<p>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 (4%);</p>	<p>Dissemination: Alessia has a record of presenting her findings at numerous international conferences and symposiums, showing her engagement with the scientific community. She has also participated in public outreach, including podcasts and volunteering at scientific events.</p> <p>Scientific Writing and Peer Review: Her contributions as a peer reviewer and co-author further demonstrate her dedication to scientific communication and knowledge dissemination.</p>	80
<p>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. (1%).</p>	<p>Project and Team Coordination: Alessia has experience leading teams, specifically coordinating teaching assistants and managing multiple research projects during her Ph.D., where she was responsible for meeting deadlines, organizing fieldwork, and conducting laboratory experiments. Her ability to communicate effectively with stakeholders and collaborate internationally further supports her project management capabilities.</p>	75
Final score		61.45

Name: Bárbara Horta e Costa

Signature: 

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Sajad Farahani

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Sajad Farahani has made significant contributions to the fields of parasitology and aquatic ecology, with a particular emphasis on host-parasite interactions, predator avoidance behavior, and the evolutionary dynamics of invasive species. His diverse body of scientific work includes recent publications in Parasitology and other esteemed journals, showcasing valuable insights into ecological processes. However, while His research in behavioral ecology is thorough, it does not directly address the specific areas of marine biodiversity and climate change modeling that are central to this project. Although His expertise in evolutionary ecology and species interactions offers some relevant perspectives, it lacks a direct connection to the project's core focus on marine species distribution and connectivity in the context of climate change scenarios.</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Sajad has extensive applied research experience in aquatic and evolutionary ecology, concentrating on host-parasite interactions and the dynamics of invasive species. His recent roles at the Iranian Fisheries Research Institute (IFRI) and Algarve University have equipped His with practical ecological research skills; however, these experiences are less directly connected to the specific areas of marine species connectivity or climate change. Additionally, He has demonstrated proficiency in R, Python, and mathematical modeling, all of which are crucial for the tasks outlined in this project.</p>	90
<p>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 (4%);</p>	<p>Sajad has been actively engaged in disseminating His research through various international conferences, publications, and teaching opportunities. He has made significant contributions to scientific outreach, particularly in Iran, where He has developed a popular WhatsApp channel aimed at fish farmers. This initiative reflects His dedication to sharing knowledge and fostering understanding within the community, demonstrating His commitment to making scientific research accessible and impactful.</p>	90
<p>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</p>	<p>Sajad has successfully coordinated field research projects and postdoctoral work across various institutions, highlighting His capability to manage diverse research activities effectively. While He has demonstrated strong organizational skills and leadership in these roles, there is limited evidence of experience in managing large-scale international</p>	90

related to the preparation and submission of applications for scientific, technological, or innovation projects. (1%).	collaborations. This aspect may provide an opportunity for growth as He continues to expand His expertise in project management within a global context.	
Final score		55

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Asma Fatima

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Asma Fatima has built an impressive publication record in marine biology and aquaculture, with a particular focus on seabream nutrition, fish health, and water quality. Her research demonstrates a strong understanding of aquaculture practices and fishery management. However, while her contributions to these areas are valuable, her recent work doesn't entirely align with the core themes of this project, which emphasize connectivity modeling, species distribution under climate change scenarios, and broader ecological modeling approaches. This slight misalignment may limit the direct relevance of her current research to the specific objectives of this position.</p>	50
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Asma possesses solid practical experience in marine biology, including conducting field surveys, collecting data, and managing fish populations, along with expertise in water quality monitoring. These skills provide a good foundation for fieldwork and data analysis within this project. However, her experience with computational modeling in R and SPSS seems to be less developed. While she has some familiarity with these tools, further development of her computational skills would be beneficial for fully engaging with the project's modeling requirements, which involve complex analyses of connectivity and climatic proxies.</p>	60
<p>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 (4%);</p>	<p>Asma has an excellent track record of disseminating her research within the academic community. She has actively participated in conferences, presented posters, and published in both national and international journals. Furthermore, her outreach efforts in marine biology highlight her commitment to knowledge sharing and public engagement with science, which aligns well with the collaborative and communicative nature of this project.</p>	80
<p>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</p>	<p>Asma's experience in managing research projects, particularly those related to aquaculture and fish breeding, is commendable. She has clearly demonstrated her ability to oversee scientific activities, coordinate resources, and ensure project success. This experience translates well to the management aspects of this research position and suggests she would be effective in</p>	85

applications for scientific, technological, or innovation projects. (1%).		
Final score		54.05

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Hamidreza Rahimi

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Hamidreza Rahimi has built a strong research portfolio in fluid mechanics, environmental hydrodynamics, and open-channel flows, focusing on how vegetation and water flow interact. He has published extensively in reputable journals like <i>Advances in Water Resources</i> and <i>Water Resources Management</i>, demonstrating his expertise in hydrodynamic models. However, his work hasn't directly addressed marine species distribution modeling or climate change proxies. While his background in hydraulic modeling and eco-hydraulics is valuable, the lack of focus on biodiversity and species distribution modeling may limit his direct contribution to this specific project.</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Hamidreza possesses extensive experience in computational fluid dynamics (CFD) modeling and has applied hydrological models to river and channel systems. This expertise translates well to modeling environmental data and ocean currents, although his direct experience with marine species distribution and climate proxies is less extensive. His proficiency in programming languages like Python, Matlab, and R is a significant asset, equipping him with the necessary tools for the project's modeling tasks.</p>	85
<p>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 (4%);</p>	<p>Hamidreza actively disseminates his research through participation in international conferences, publications in reputable scientific journals, and outreach activities such as public lectures and workshops. This demonstrates his commitment to sharing his work with a broad audience.</p>	85
<p>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. (1%).</p>	<p>Hamidreza has a strong background in project management, having led and coordinated multiple international research projects. His experience includes securing funding and managing interdisciplinary teams, particularly in the context of large-scale hydrological studies. This demonstrates his ability to effectively manage complex projects and collaborate with diverse researchers.</p>	90
Final score		53.55

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Alpar Vajk Kramer

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Alpar has an impressive background in applied mathematics, with notable contributions to graph theory, genome rearrangements, and combinatorial structures. His publications in journals like the Journal of Mathematical Chemistry demonstrate a strong command of mathematical concepts and their applications. However, while his expertise in mathematical modeling, optimization, and computation is evident, his recent research doesn't directly engage with the ecological or marine-focused themes that are central to this project. This disconnect limits the immediate relevance of his work to the project's specific objectives, which center on understanding and predicting the distribution of marine species in the context of climate change.</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Alpar's experience in applied research showcases his ability to leverage his analytical and computational skills to address real-world problems. His work on sea exploration and exploitation projects, where he applied advanced techniques like Gaussian Processes, is particularly noteworthy. While this experience demonstrates his capacity to engage with complex datasets and modeling challenges, it's important to note that his direct experience with marine ecological data and species distribution modeling in relation to climate change appears limited. On a positive note, he has solid programming skills in Python, R, and other languages, which are essential for the computational aspects of this project.</p>	85
<p>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 (4%);</p>	<p>Alpar has a strong commitment to academic dissemination, as evidenced by his extensive teaching experience in applied mathematics and operations research. His contributions to conferences across various fields further underscore his dedication to sharing knowledge and engaging with the broader scientific community. While his academic dissemination record is commendable, there is less evidence of his direct involvement in public outreach or marine ecology-specific events. Enhancing his engagement with the marine ecology community and broader public audiences would be beneficial.</p>	80
<p>CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and</p>	<p>Although Alpar's primary experience in project management lies within academic settings, where he has managed research and teaching teams, his leadership skills are transferable and relevant to this position. While he may not have extensive</p>	85

<p>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. (1%).</p>	<p>experience leading marine ecology-focused projects specifically, his ability to coordinate teams and oversee research activities provides a foundation for contributing to the management and coordination of this project.</p>	
<p>Final score</p>		<p>53.3</p>

Name: Bárbara Horta e Costa

Signature: *Bárbara Bastos Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Seyed Mohammad Sadeghi Nasaj

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Seyed Mohammad Sadeghi Nasaj has developed a solid research background in marine biogeochemistry and aquaculture. While his work on water quality and nutrient dynamics in aquaculture contributes valuable insights to the field, it does not align closely with the environmental data modeling tasks required for this project. Although his research encompasses marine systems and examines the ecological impacts of aquaculture, it falls outside the project's objectives, particularly regarding the development of connectivity proxies and climate change modeling for marine ecosystems.</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Seyed has substantial applied research experience in marine biogeochemistry, specializing in the optical properties of dissolved organic matter, water quality analysis, and nutrient cycling within marine systems. His involvement in applied aquaculture research has equipped His with practical skills in environmental monitoring and fieldwork, further enhancing His expertise in the field. Additionally, He demonstrates proficiency in statistical programming languages such as R and Matlab, which are crucial for the computational modeling tasks required for this project. This combination of experience and technical skills positions His well to contribute effectively to the research objectives.</p>	80
<p>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 (4%);</p>	<p>Seyed has actively engaged in disseminating His research through peer-reviewed publications, presentations at international conferences, and collaborative projects across Spain, Iran, and other countries. His work has made a significant scientific impact, reflecting His commitment to advancing knowledge in His field. Additionally, He has participated in various outreach activities, further demonstrating His dedication to sharing research findings and fostering collaboration within the scientific community.</p>	85
<p>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</p>	<p>Seyed has successfully led several field research projects, encompassing studies in marine biogeochemistry and aquaculture initiatives. His management experience in these research contexts, combined with His leadership in laboratory activities, demonstrates His strong capacity to effectively oversee scientific projects. This blend of fieldwork and laboratory coordination showcases His organizational skills</p>	90

applications for scientific, technological, or innovation projects. (1%).	and ability to guide teams toward achieving research objectives.	
Final score		52.3

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Chandra Shekhar Azad Kashyap

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Chandra Shekhar Azad Kashyap presents a strong publication history in the fields of environmental geochemistry and hydrogeology. He has clearly made significant contributions to our understanding of groundwater contamination, particularly with respect to arsenic and fluoride. However, while his expertise in environmental chemistry and biogeochemical cycles is commendable, it doesn't align as closely with the core focus of this project, which centers on marine species distributions, climate change impacts, and connectivity modeling. This limits the direct applicability of his current research to the specific tasks outlined in this position.</p>	40
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Chandra has amassed considerable experience in applied research within the realm of hydrogeochemistry. His fieldwork in estuaries and groundwater systems, along with his broader research in terrestrial ecosystems, speaks to his capabilities in conducting environmental investigations. That said, his experience in marine ecology and climate-driven species distribution modeling appears to be more limited. On a positive note, he demonstrates proficiency in several programming languages relevant to this project, including FORTRAN, Python, and C. His skills in GIS and remote sensing are also valuable assets.</p>	70
<p>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 (4%);</p>	<p>Chandra has actively engaged in disseminating his research findings, as evidenced by his participation in international conferences and publications in reputable journals. He has contributed to interdisciplinary research efforts that bridge hydrogeochemistry and environmental management. It's worth noting, however, that his dissemination activities primarily target the geoscience community rather than the marine ecology audience that is central to this project.</p>	75
<p>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</p>	<p>Chandra's experience in managing research projects, particularly those focused on environmental contamination, is notable. He has successfully navigated international collaborations and complex field expeditions, demonstrating strong organizational and leadership skills that would be an asset to any research team.</p>	80

applications for scientific, technological, or innovation projects. (1%).		
Final score		49.3

Name: Bárbara Horta e Costa

Signature: *Bárbara Horta e Costa*

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Maria da Graça Tomás

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Maria has an extensive publication record, primarily focused on food technology. Her research delves into bioactive compounds, food chemistry, and post-harvest technology, with notable contributions in high-impact journals like Scientia Horticulturae and the South African Journal of Botany. While her work on pitaya's physicochemical characteristics has some relevance to environmental data processing, it doesn't directly address marine species, connectivity modeling, or the core themes of biodiversity, species distribution, and climate proxies. This limits the direct applicability of her existing publications to the project's objectives.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Maria's experience lies predominantly in applied research within food science, agro-processing, and bioactive compound evaluation. However, her application doesn't clearly demonstrate practical experience with the programming languages (R, Python) or ecological modeling techniques crucial for analyzing climate and connectivity proxies. Her technical expertise appears to be centered on food technology rather than the computational modeling skills essential for this project.</p>	20
<p>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 (4%);</p>	<p>Maria actively disseminates her research through participation in conferences and workshops, effectively communicating her findings to both academic and professional audiences. Her involvement in teaching and outreach activities further underscores her dedication to knowledge sharing and dissemination.</p>	75
<p>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. (1%).</p>	<p>Maria's experience coordinating a Master's course in Agrosystems Management showcases her leadership and project management skills. This experience demonstrates her ability to oversee academic programs, which translates to organizational and coordination capabilities relevant to project management.</p>	80
Final score		33.3

Name: Bárbara Horta e Costa

Signature: 

Position (Member of the jury)

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Marlene Pacheco Trindade

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Marlene has produced several high-impact publications, with a focus on molecular biology, stem cell biology, and developmental biology. Her research on stem cell renewal and the role of transcription factors in embryonic development demonstrates expertise in advanced biological systems modeling, a skill that could be valuable for understanding ecological processes. While her background is strong, it's not a direct match for this project's focus on marine species, connectivity, and climate change.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Marlene's research experience spans various molecular and cellular biology projects, including expertise in proteomics and transcriptomics. While this experience could indirectly benefit environmental modeling, it isn't specifically tailored to marine or ecological systems. Although she has experience with bioinformatics tools and large datasets, her application doesn't explicitly mention proficiency in R or Python, which are essential programming languages for this project.</p>	5
<p>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 (4%);</p>	<p>Marlene actively disseminates her research through participation in conferences and workshops, publications in reputable journals, and contributions to scientific outreach. Her commitment to knowledge sharing is evident in her teaching of Erasmus students and mentoring of younger researchers.</p>	85
<p>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. (1%).</p>	<p>Marlene has managed various aspects of lab operations, including supervising students and handling supplies. She's shown leadership skills throughout her PhD and research assistantship, but her experience doesn't appear to extend to large-scale project management.</p>	80
Final score		29.95

Name: Bárbara Horta e Costa

Signature: 

Position (Member of the jury)


ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Frederico Manuel Vaz Pontes Vitorino Mestre

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Frederico has many scientific publications and has published book chapters. Some of the publications focused on niche modelling, machine learning and the effects of climate change.</p> <p>Relevance: Frederico has worked with modelling species distributions under climate change and with landscape connectivity, which are relevant for this project.</p>	95
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Frederico has experience with programming in R. He has publications where specific R packages has been developed. For instance, R packages for evaluating connectivity and prioritising habitat patches, and for simulating metapopulation persistence and range expansion.</p> <p>Programming Skills: He has experience with modelling, programming in R, Julia and Python. His experience is relevant to the project goals in modelling marine species distribution, connectivity and climate change.</p>	95
<p>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 (4%);</p>	<p>Dissemination: Frederico has different dissemination output such as publication of scientific articles, oral communications, posters, and a blog. He has been a member of the editorial board for the journal of Ecological Modelling and a guest editor for Frontiers in Ecology and Evolution.</p>	95
<p>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. (1%).</p>	<p>Project Management: Frederico has written grant proposals, which got funded. He has also been involved and helped managing different research projects.</p>	80
Final score		94.85

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: André Ricardo de Araújo Lima

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: André has 16 publications, and he has 5 publications as first author. He has different publications focused on climate change, habitat suitability, species distribution and anthropogenic impacts on aquatic ecosystems. Relevance: André has worked on predicting habitat suitability on small pelagic fish testing different scenarios under climate change. He has experience with spatial mapping and modelling, which are relevant for this project.</p>	95
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: André has experience with spatial mapping and statistical analysis such as generalised models and multivariate statistics. Programming Skills: He has experience with modelling, programming in R and GIS analysis. His background and expertise in ecological modelling are in line with the project goals.</p>	85
<p>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 (4%);</p>	<p>Dissemination: André has shown a strong dissemination output such as participation in different outreach activities, publication of scientific articles, and organization of the 46th Larval Fish Conference. He is also an associate editor for Frontiers in Environmental Science and Frontiers in Marine Science.</p>	95
<p>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. (1%).</p>	<p>Project Management: His experience in managing different research projects is relevant for this position.</p>	95
Final score		92.5

Name: Mark Costello

Signature: 

Position: Member of the jury


ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Sara Nujo Verissimo

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Sara has some scientific publications, which focus mainly on seabirds (e.g. Yellow-legged Gulls) and their impacts (e.g. fisheries). She has worked with avian conservation, plastic contaminants, physiology, fertility and health of seabirds.</p> <p>Relevance: Her experience in avian conservation, marine biology, fishery impacts, and contamination is relevant for this project.</p>	70
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Sara has experience with programming in R, which she used for her statistical analysis on ecological data. She has conducted field and lab work, collected biological samples, analysed blood and feather samples for isotopic analysis. She has also experience with chromatography and fluorescence microscopy analyses. Her experience in modelling and her knowledge in ecology is relevant for this position.</p> <p>Programming Skills: Sara has experience with programming in R, and other systems such as Ubuntu.</p>	85
<p>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 (4%);</p>	<p>Dissemination: Sara has different dissemination output such as publication of scientific articles, oral communications and posters. She has also experience as a peer reviewer for the journal in Marine Biology.</p>	85
<p>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. (1%).</p>	<p>Project Management: Sara has been involved and helped managing different research projects. She has also experience organizing events.</p>	85
Final score		74.5

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1 -CURRICULAR EVALUATION

Candidate: Alessia Caterina Ciruolo

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Alessia has some scientific publications, which focus mainly on benthic communities. She has worked with nutrient and macrofaunal dynamics and habitat heterogeneity. Her background in ecological modelling is relevant for this project.</p> <p>Relevance: She has worked with modelling such as GLMMs, RDAs and nMDS.</p>	65
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Alessia has experience with programming in R, which she used for modelling. She has conducted field and lab work, collected samples of sediment and water, analysed benthic microbial communities, and performed DNA extractions. She has also experience with video and sonar imaging analysis. Her knowledge in both ecology and genetics are important for this project to have a broader understanding of the system. Her experience with bioinformatics is also important for data analysis.</p> <p>Programming Skills: She has experience with modelling, programming in R, ImageJ and GIMP programs.</p>	85
<p>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 (4%);</p>	<p>Dissemination: Alessia has different dissemination output such as publication of scientific articles, oral communications, outreach activities and a scientific podcast. She has also experience as peer review in Biodiversitas Journal of Biological Diversity and Remote Sensing in Ecology and Conservation.</p>	85
<p>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. (1%).</p>	<p>Project Management: Alessia has been involved and helped managing different research projects. She has experience coordinating a teaching assistant team.</p>	85
Final score		71

Name: Mark Costello

Signature:



Position: Member of the jury

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Alpar Vajk Kramer

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Alpar has several scientific publications, which focus mainly on Mathematics. He has experience with multivariate analysis on agricultural data and machine learning for exploration and exploitation of the sea.</p> <p>Relevance: Alpar worked with applied Mathematics, which he used to Molecular Biology during his PhD. His PhD was focused on genome rearrangements and DNA reconstruction. He also has experience in phylogenetics. Although, his background is not in line with the project's goals since he is lacking direct experience with marine ecology.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Alpar has experience with Applied Mathematics, Multivariate analysis and machine learning. He has also worked in the field of Molecular Biology, where he applied his knowledge in mathematics and modelling.</p> <p>Programming Skills: Alpar has experience with modelling, programming in R, C, Matlab and Python. His programming skills are relevant for this project, even though he is lacking experience on modelling marine species distribution, connectivity and climate change.</p>	95
<p>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 (4%);</p>	<p>Dissemination: Alpar has different dissemination output such as publication of scientific articles and conference contributions.</p>	80
<p>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. (1%).</p>	<p>Project Management: Alpar has helped managing research projects that he has been involved in. He has also experience in teaching at Bachelor and Master levels.</p>	85
Final score		52.3

Name: Mark Costello

Signature: Position: Member of the jury

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Hamidreza Rahimi

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Hamidreza has many scientific publications, which focus on several topics such as hydraulics, kinetic energy and channel flows.</p> <p>Relevance: Hamidreza has his PhD in Environmental Engineering. His background is more focus on hydraulic engineering and mechanics. His experience does not connect directly with the objectives of the project, which are focused on marine ecology, connectivity and climate change.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Hamidreza has diverse experience in modelling, for instance, peatlands in UK and Scotland and developing codes for fluid solid interactions in vegetated open channel flows. Although, he has not direct experience with analysing marine ecological data, connectivity and climate change.</p> <p>Programming Skills: He has experience with modelling, programming in R, Matlab, C++, Fortran as well as Python. His programming and modelling skills are relevant for this project.</p>	85
<p>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 (4%);</p>	<p>Dissemination: Hamidreza has different dissemination output such as publication of scientific articles, conference contributions, and science communication through lectures, workshops and online platforms.</p>	85
<p>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. (1%).</p>	<p>Project Management: Hamidreza has managed different research projects, coordinated international collaborations and got funding for several projects. He has also experience in teaching and supervision.</p>	95
Final score		50.1

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2

CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Sajad Farahani

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 (70%); Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.	Publications: Sajad has some scientific publications, which focus mainly on parasitology on aquatic species. He has experience with behaviour ecology, and he has studied the effects of parasites at the physiological level. Although, he does not have experience on modelling species distribution and climate change scenarios. Relevance: Sajad has his PhD in evolutionary behavioural ecology and his Bachelor and Master in Fisheries and Ichthyology Science and Fisheries and Aquaculture Sciences, respectively. His background is not directly in line with the project goals since he is lacking experience with modelling marine species under climate change.	35
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 (25%); Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)	Relevant Experience: Sajad has worked with coevolution in host-parasite systems, with focus on behavioural strategies of native and invasive hosts. He has experience with freshwater ecology and gammarids community. Programming Skills: Sajad has experience with mathematical modelling, programming in R and Python. His programming skills are relevant for this project.	85
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 (4%);	Dissemination: Sajad has different dissemination output such as publication of scientific articles, conference contributions, and outreach activities (i.e. his WhatsApp canal on fish parasite and diseases).	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. This includes activities related to the preparation and submission of applications for scientific, technological, or innovation projects. (1%).	Project Management: Sajad has been involved and helped managing different research projects. He has also experience as a consultant in fish disease and shrimp farms. He has been teaching and helped with diverse field sampling and experiments for student's theses.	85
Final score		50

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1
CURRICULAR EVALUATION

Candidate: Seyed Mohammad Sadeghi Nasaj

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Seyed has 4 scientific publications, which focus, for instance, on the impacts of sea cucumbers on aquaculture tanks and species diversity of macrobenthic communities. He has field and lab experience with biogeochemistry. Relevance: Seyed worked with marine biogeochemistry during his PhD. He also has experience in modelling dissolved organic matter. His experience is not in line with the objectives of this project, which focus on marine species distribution, connectivity and climate change.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Seyed has experience with spatial data using QGIS. He has also experience with molecular genetic analyses, aquaculture and biogeochemistry. He contributed to design a fish data base.</p> <p>Programming Skills: He has experience with modelling, programming in R, Statistica 8 and Matlab, as well as QGIS. His programming skills are relevant for this project.</p>	85
<p>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 (4%);</p>	<p>Dissemination: Seyed has different dissemination output such as publication of scientific articles, conference contributions, and outreach activities.</p>	85
<p>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. (1%).</p>	<p>Project Management: Seyed has been involved and helped managing different research projects. He has also experience in fish-shrimp farm management, teaching and he has been coordinating diverse samplings.</p>	85
Final score		50

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2

CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Chandra Shekhar Azad Kashyap

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 (70%); Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.	Publications: Chandra has several scientific publications, which focus on hydro-geochemistry and contamination of aquatic and terrestrial systems. He has also chapters in books. Although, he does not have experience on modelling species distribution and climate change scenarios. Relevance: Chandra worked with characterisation and mobilisation mechanism of arsenic during his PhD. He also has experience in biogeochemical cycling in marine and terrestrial systems. His background is not in line with the project's objectives since he is lacking direct experience with modelling marine species under climate change.	35
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 (25%); Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)	Relevant Experience: Chandra has experience with biogeochemistry, toxicology, isotope geochemistry and renewable energy. He has experience with field and lab work, which he applied in different research projects focused on geochemistry. Programming Skills: Chandra has experience with geochemical modelling, and programming in Python, C and FORTRAN. He has also worked with ArcGIS and MATLAB. His programming skills are relevant for this project, even though he does not have direct experience with marine species distribution, connectivity and climate change.	85
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 (4%);	Dissemination: Chandra has different dissemination output such as publication of scientific articles and conference contributions.	80
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. (1%).	Project Management: Chandra has managed different research projects, which focus on improving environmental management of contaminated areas. He has also experience in field sampling in diverse worldwide areas.	85
Final score		49.8

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2

CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Asma Fatima

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Asma has several scientific publications, which focus on aquaculture, hydrobiology and aquatic ecology. She has experience with marine aquaculture and nutritional strategies. She has worked with marine and brackish-water fish species, fish nutrition and natural productivity of ponds, which focus on aquaculture technology development.</p> <p>Relevance: Asma worked with nutritional strategies regarding production, growth and quality of seabreams during her PhD. Although, her experience is not in line with the project's objectives, which focus on modelling of marine species distribution, connectivity and climate change scenarios.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Asma has experience with fisheries and aquaculture. She has conducted field and lab work, collected samples of fish from harbour and landing sites and performed dissections, morphological and stock assessment. She has also experience with fish surveys, qualitative and quantitative evaluations of fish.</p> <p>Programming Skills: She has experience with SPSS and R. Although, she does not have previous experience in modelling species distribution and climate change scenarios.</p>	60
<p>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 (4%);</p>	<p>Dissemination: Asma has different dissemination output such as publication of scientific articles, oral communications, posters and outreach activities.</p>	85
<p>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. (1%).</p>	<p>Project Management: Asma has been managing different research projects. She has also experience in teaching and developing lesson plans and lectures.</p>	85
Final score		43.75

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2
CCMAR/IJ/29/2024
JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Marlene Pacheco Trindade

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Marlene has some scientific publications, which focus mainly on transcriptomics, evolution and embryogenesis. She has experience with molecular and cellular biology.</p> <p>Relevance: She has a background focus on molecular and developmental biology, which is not in line with the project's objectives. Although, her experience in data management and modelling using bioinformatics is relevant for this project.</p>	45
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Marlene has conducted diverse lab work focused on molecular biology, cell biology, animal experimentation, microscopy, microbiology and proteome. She has experience with several software that she used for her bioinformatic analyses on molecular data.</p> <p>Programming Skills: Marlene has experience with different bioinformatic software. Although, she did not specify the programming language that she uses.</p>	15
<p>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 (4%);</p>	<p>Dissemination: Marlene has different dissemination output such as publication of scientific articles, oral communications and posters. She has also experience in supervision of students and in teaching.</p>	85
<p>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. (1%).</p>	<p>Project Management: Marlene has been involved and helped managing different tasks within the research projects such as lab work. She has also experience as a teacher, planning teaching material, and supervising students.</p>	80
Final score		39.45

Name: Mark Costello

Signature: 

Position: Member of the jury

ATA N.º 2-CCMAR/IJ/29/2024

JUNIOR RESEARCHER (M/F) in the area of Marine Ecology - 1 VACANCY

ANNEX 1-CURRICULAR EVALUATION

Candidate: Maria da Graca Tomas

Criteria	Rationale	Score
<p>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 (70%);</p> <p>Criteria CA will be classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate.</p>	<p>Publications: Maria has some scientific publications, which focus mainly on physicochemistry. She has worked with evaluation of nutritional compounds, bioactives and volatile profile in wild fruits from Brazil. Although, she does not have experience on modelling species distribution and climate change scenarios.</p> <p>Relevance: She has worked with physicochemistry during her PhD. She has her Bachelor and Master in Food Engineering and Food Technology, respectively. Her background focus on agriculture and it is not in line with the project's goals since she is lacking direct experience with modelling marine species under climate change.</p>	35
<p>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 (25%);</p> <p>Criterion CB will be scored according to its relevance to the tasks to be performed in the project, namely: Demonstrated ability to program in computing languages such as R or Python.(100%)</p>	<p>Relevant Experience: Maria has experience with food technology, tropical agriculture and physicochemistry. She has conducted field and lab work. She has experience in agro-processing and animal production as well as physical-chemical, nutritional and mineral and sensory analysis.</p> <p>Programming Skills: Maria has not specified her programming skills. Her background is not directly in line with the objectives of the project since she lacks expertise in modelling species distribution, connectivity and climate change.</p>	25
<p>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 (4%);</p>	<p>Dissemination: Maria has different dissemination output such as publication of scientific articles, conference contributions and outreach activities.</p>	85
<p>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. (1%).</p>	<p>Project Management: Maria has been involved and helped managing courses at the University level. She has experience coordinating a Master course and teaching Bachelor and Master students.</p>	85
Final score		35

Name: Mark Costello

Signature: 

Position: Member of the jury

