



Minute nº3

Ref. nº CCMAR/TSI/35/2021

I - INTRODUCTION

On the 12th day of December two thousand and twenty-four, at 10:15 hours, the jury nominated by the CCMAR board of Directors on 29-10-2024, met by videoconference, for the meeting 3 for the call Ref. CCMAR/TSI/35/2024. The meeting was held for the award of a position for a Research Technician (Técnico/a Superior de Investigação) (M/F), in the scientific field of fisheries and ecology to satisfy temporary needs under an uncertain term employment contract in order to support the work carried in the context of the BIO-EOLICAS: Contrato nº 90 - Aquisição de serviços para estudo de mamíferos, répteis marinhos e migradores pelágicos na costa continental portuguesa. The nominated jury present at the meeting was composed by Ana Marçalo, researcher at CCMAR (president of the jury) Jorge Gonçalves, group leader and researcher at CCMAR (full member); Rui Coelho, project coordinator at CCMAR and researcher at IPMA and CCMAR (full member) with the following agenda: decision about the final result following the end of the right of prior hearing of the candidates.

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 honour that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

III – CLAIMS

The communications of the provisional results were sent to all the candidates on 27/11/2024. During this period of prior hearing a claim, by email, was received from candidate Maria João Mendes on November 27th at 15:55, saying the candidate would like to know if it would be possible to receive clarification on the classification assigned to each of the evaluated criteria, considering the evaluation criteria and their respective weight distribution as described in the job announcement. Based on the candidate's cover letter and CV, the candidate did not believe that the score given (31%) reflects the experience and qualifications the candidate presents. The candidate would like to better understand the reasons behind the scores assigned to each of the selection criteria or what aspects of the candidate's application may have been relevant to the decision.

The selection committee decided to reassess **Maria João Mendes** application and re-analyzed all the information/documents submitted at the application time.

IV – CONCLUSION

Concluded the period of prior hearing of the candidates no more claims were received. After the reassessment of **Maria João Mendes**, the selection committee remains unanimous about the provisional decision about the final ranked classification taken and reported in minute 2 and indicated below in table 1. The qualifications and experience of the candidate were taken into account, however it is noted that the specific criteria for this position—particularly expertise in working with the target taxa (cetaceans and sea turtles)—were central to the evaluation criteria. Therefore, the score assigned reflects the alignment of the profile with these criteria, and as such, it remains unchanged.

Table 1 – Final Ranked classification

Name	Final grade	Ranking
Magda Frade	99%	1
Diana Isabel Faustino Almeida	90%	2
Christina Diamantopoulou	75%	3
Vedrana Vukasin	70%	4
Maria Papadopoulos	70%	4
Bárbara Antunes Serigado Rodrigues Diogo	68%	5
Emily Sissons	63%	6
Katrina Sutherland	60%	7
Inês Mota Ferreira	60%	7
Joana Horta Soares	60%	7
Jeanne Fallet	60%	7
Inês Ribeiro	56%	8
Venkatesh Saroj	55%	9
Noah Sion	50%	10
Lukas Werner	40%	11
Mariana Cunha Chiti Parente	37%	12
Olivia Robson	35%	13
Ulysse Monclin	35%	13
Núria Callau Gomariz	35%	13
Samuele Fanna	35%	13
Thibaut Crougths	35%	13
Hanne Hoornaet	35%	13
Clarie Isabelle Roesch	35%	13
Iris Boey	35%	13
Ana Mariana Silva Fernandes	33%	14
Manuela Faria Durão	33%	14
Maria João Marques Mendes	31%	15
Filipa Almeida Casal da Veiga	31%	15
Jocopo Sotgiu	30%	16
Seyed Nasaj	30%	16
Gal Vered	30%	16
Lea Franziska Seidel	30%	16
João Manuel Cavaco Cota Paussão Nabo	30%	16

Maria Herrero Fernandez	30%	16
Madalena Polonia Cieira Neves Silva	28%	17
Daniela Kancev	25%	18
Ana Isabel de Abreu	25%	18
José António Pinto Coito Miraldo Cardoso	25%	18
Laudicéa Faria Lima	7%	19
Beatriz Peixeiro Rodrigues Correia	5%	20
Tomás Martins Homem	0%	21

In accordance with the presented elements, the candidate **Magda Mirotos Frade** meets the conditions for selection. For this reason, the selection committee proposes to the CCMAR board of Directors the approval of this decision.

With no other item on the agenda, the meeting from which these minutes composed of 3 pages, and after being read and approved by all members of the selection committee (jury) were signed.

Dr. Ana Marçalo

Dr. Jorge Gonçalves

Dr. Rui Coelho



