

Sofia Emseriva

Minute nº2

Ref. nº CCMAR/IASS/37/2024

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

On the 15th of January two thousand twenty-five, at 10:00 hours, the second meeting of the selection panel nominated by the CCMAR Board of Directors on 23/05/2024 for the position Ref. CCMAR/IASS/37/2024 under the Institutional CEEC contract - Support Contract for Associated Laboratories funded by the Foundation for Science and Technology (FCT) - was held online. The agenda of this meeting was 1) to admit or exclude candidates based on the documents submitted and 2) to evaluate and rank the candidates. The following members of the selection panel were present:

- Adelino Vicente Mendonça Canário, Professor catedrático at the Universidade do Algarve and CCMAR President (President);
- Karim Erzini, Professor catedrático at Universidade do Algarve and CCMAR researcher;
- Jorge Manuel Dos Santos Gonçalves, Member of the Directive Board of CCMAR, Principal Researcher and Professor at Universidade de Cádiz;
- Luís Miguel Serra Coelho, Professor Catedrático at Universidade do Algarve.
- Carlos Sebastian Villasante Larramend, Professor Contratado Doctor at Universidade de Santiago de Compostela.....

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

1) Admission and exclusion of the candidates

The following candidates applied for the position:

Adriana Isabel Marques Ressurreição.....

Sezgin Tunca.....

Milene Margarida Gonçalves Lança.....

Jorge Paulo Rocha Ferreira

Sabine Knapp

Susi Anny Veloso Resende

The candidate Jorge Paulo Rocha Ferreira was excluded for not presenting a career plan, including a work plan.

The following candidates were admitted

Adriana Isabel Marques Ressurreição.....

Sezgin Tunca.....

Milene Margarida Gonçalves Lança.....

Sabine Knapp

Susi Anny Veloso Resende

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

The meeting proceeded with each panel member commenting on the candidates, presenting their scores and ranking of each candidate following the criteria published call. This was followed by voting of the candidate for each position according to the scores of each panel member, starting with the first, followed by the second until all the candidates had been ordered. In the vote for the first-place,

candidate Adriana Isabel Marques Ressurreição was voted unanimously. In the second place vote, Sabine Knapp received the most votes. In the third place vote, Sezgin Tunca received the most votes, Milene Margarida Gonçalves Lança was voted unanimously in fourth place. Susi Anny Veloso Resende was automatically placed in the 5th place. As a result of the voting, the ranking is as follows:.....

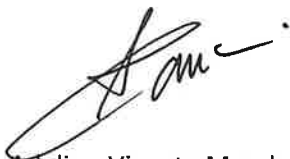
- 1- Adriana Isabel Marques Ressurreição
- 2- Sabine Knapp
- 3- Sezgin Tunca
- 4- Milene Margarida Gonçalves Lança
- 5- Susi Anny Veloso Resende

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

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

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

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



Adelino Vicente Mendonça Canário Canário
(President of the Selection Panel)

CANDIDATE		Adriana Resurreição		Sezgin Tunca		Milene Lança		Susi Anny Veloso Resende		Sabine Knapp		
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	
Curriculum vitae		CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed	90	49.50	60	33.00	50	27.50	40	22.00	75	41.25
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	80	16.00	40	8.00	35	7.00	30	6.00	75	15.00
	0.80	CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	90	3.60	40	1.60	30	1.20	20	0.60	60	3.20
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Subtotal:	69.10	Subtotal:	42.60	Subtotal:	35.70	Subtotal:	28.80	Subtotal:	59.45
Motivation and Capacity for Innovation		MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals										
	0.20	MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path	85	17.00	10	2.00	10	2.00	10	2.00	80	16.00
		MC) Ability to present specific contributions to the development of CCMAR, based on the relevance of the scientific and curricular path, career plan, and work plan										
			Subtotal:	17.00	Subtotal:	2.00	Subtotal:	2.00	Subtotal:	2.00	Subtotal:	16.00
		Curricular and motivational evaluation	Total	86.10	Total	44.60	Total	37.70	Total	30.80	Total	75.45

Adriana Resurreição has the strongest CV in terms of publications, practical contributions to policy and career plan within the topic of the position. Sabine Knapp has a large practical experience with the private sector and policy, risk management, and international collaboration. Sezgin Tunca has a relevant CV but is less experienced. Milene Lança has not worked in the field and is less experienced. The same applies to Susi Resende.

Data e Assinatura:

CANDIDATE		Sezgin Tunca		Milene Lança		Susy Arny Veloso Resende		Sabine Knapp			
Parameters	%	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation		
Curriculum vitae	0.80	CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate, for the tasks to be performed	46.75	90	49.50	60	33.00	20	11.00	85	46.75
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	18.00	80	16.00	70	14.00	20	4.00	95	19.00
		CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	3.20	20	0.80	50	2.00	2.00	2.00	50	2.00
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	0.60	20	0.20	40	0.40	0.40	0.10	90	0.90
		Subtotal:	66.55	Subtotal:	49.40	Subtotal:	17.10	Subtotal:	68.65		
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals									
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path	19.00	80	16.00	60	12.00	20	4.00	80	16.00
		Subtotal:	19.00	Subtotal:	16.00	Subtotal:	12.00	Subtotal:	4.00	Subtotal:	16.00
Curricular and motivational evaluation		Total	87.55	Total	82.50	Total	61.40	Total	21.10	Total	84.65

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15/01/2025

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

Justification of ranking of candidates

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

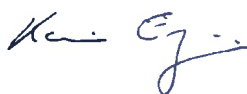
The candidate in first place (**Adriana Ressurreição**), has a good publication record over the past 5 years, considerable research in the areas of relevance to this position, with participation in many projects. It is important to highlight her familiarity and experience with the Portuguese fisheries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

The candidate in second place (**Sabine Knapp**) has considerable experience in risk assessment and a good publication record in the area over the past 5 years. However, although she has a very good CV in the area of maritime risk assessment, with considerable international experience, and a strong background in economics and modelling, her expertise is not strongly aligned with profile for this position.

The candidate in third place (**Seznic Tunca**) is a promising early career researcher with a very good publication record in recent years in the area of this position. The cover letter demonstrates good alignment with the goals of CCMAR. However, the candidate has no specific experience with the Portuguese maritime, fisheries and marine conservation sectors. The candidate has limited or no experience in management and coordination of projects or of extension and dissemination activities.

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

The candidate in fifth place (**Susi Anny Veloso Resende**) does not have the required background, experience and publication record for the position.



Karim Erzini
Professor,
Universidade do Algarve,
Faro,
15/01/2025

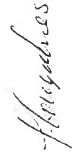
CEEC INSTITUTIONAL - SOCIAL SCIENTIST - CCMAR

CANDIDATE		Adriana Ressurreição		Sezgin Tunca		Milene Lança		Suzi Resende		Sabine Knapp	
Parameters	%	Evaluation of criterion (0-100 points)	Weighted evaluation	Evaluation of criterion (0-100 points)	Weighted evaluation	Evaluation of criterion (0-100 points)	Weighted evaluation	Evaluation of criterion (0-100 points)	Weighted evaluation	Evaluation of criterion (0-100 points)	Weighted evaluation
Curriculum vitae	%										
	Criteria										
		CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed	95	90	49,50	80	44,00	65	35,75	80	44,00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	95	80	16,00	80	16,00	70	14,00	95	19,00
	0,80	CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	90	75	3,00	65	3,40	75	3,00	75	3,00
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	90	50	0,50	85	0,85	50	0,50	75	0,75
			Subtotal:	Subtotal:	69,00	Subtotal:	64,25	Subtotal:	53,25	Subtotal:	66,75
Motivation and Capacity for Innovation	%										
	Criteria										
	0,20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals	90	80	16,00	80	16,00	80	16,00	80	16,00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path									
		MC) Ability to present specific contributions to the development of CCMAR, based on the relevance of the scientific and curricular path, career plan, and work plan									
			Subtotal:	Subtotal:	16,00	Subtotal:	16,00	Subtotal:	16,00	Subtotal:	16,00
			Total	Total	85,00	Total	80,25	Total	69,25	Total	82,75
Curricular and motivational evaluation											
			Subtotal:	Subtotal:	16,00	Subtotal:	16,00	Subtotal:	16,00	Subtotal:	16,00
			Total	Total	85,00	Total	80,25	Total	69,25	Total	82,75

Data e Assinatura:

The best candidate was Adriana Ressurreição who excelled in all the evaluation criteria, from scientific production to scientific impact in the area required. The second position was awarded to Sezgin Tunca primarily due to his high-quality research papers on the required subject. In third position comes Sabine Knapp, who has an outstanding experience at in level with innovative and applied outcomes, even though outside the main area of interest. Milene Lança, a highly skilled social scientist with wellrounded experience in the field, comes in the fourth position. In fifth position comes Suzi Resende, a very well qualified sociologist with a very interesting work, but not coinciding with the main area of interest.

15/01/2025



Parameters		CANDIDATE											
%	Criteria	Adriana Resurreição		Sezgin Tunca		Milene Lanya		Suzi Resende		Sabine Knapp			
		Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation		
0,80	CV) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate CD) Management activities of science, technology, and innovation programs, or experience in observing, maintaining, and evaluating the scientific and technological system or higher education in Portugal or abroad	80	49,50	85	46,75	85	46,75	80	16,00	80	16,00		
		85	17,00	90	18,00	80	16,00	80	16,00	85	17,00		
		80	3,20	75	3,00	80	3,20	80	3,20	70	2,80		
		75	0,75	80	0,80	70	0,70	70	0,60	85	0,85		
Subtotal:		0,80	70,45	Subtotal:	68,55	Subtotal:	66,65	Subtotal:	63,40	Subtotal:	70,55		
0,20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals MB) Demonstration of alignment with the goals and values of COMAR, based on the relevance of the scientific and curricular path MC) Ability to present specific contributions to the development of COMAR, based on the relevance of the scientific and curricular path, career plan, and work plan	90	18,00	80	16,00	85	17,00	70	14,00	85	17,00		
		Subtotal:		0,20	18,00	Subtotal:	16,00	Subtotal:	17,00	Subtotal:	14,00	Subtotal:	17,00
		Total		88,45	Total	84,55	Total	83,65	Total	77,40	Total	87,55	
Curricular and motivational evaluation													

Adriana Resurreição stands out as the strongest overall candidate, excelling in scientific production, applied research, and extension activities, making her highly suitable for a position that emphasizes comprehensive research and public engagement. Sabine Knapp Brings is also an outstanding candidate, offering significant expertise in high-level policy integration, risk management, and international collaboration. However, she may require some adaptation to align with COMAR's marine-specific objectives. Sezgin Tunca ranks as a strong third candidate, particularly well-suited for roles focused on applied research and management. Milene Lanya and Suzi Resende present balanced profiles but demonstrate less emphasis on management and have comparatively less experience than the other candidates.

Data e Assinatura:

Assinado por: **LUÍS MIGUEL SERRA COELHO**
 Num. de identificação: 11242585

CANDIDATE		Adriana Resurreição		Sezgin Tunca		Milene Lança		Susí Amy Veloso Resende		Sabine Knapp		
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	
Curriculum Vitae	0.65	CA) Scientific and technological production, cultural or artistic of the last 5 years, considered most relevant by the candidate for the tasks to be performed	85	46.75	55	30.25	45	24.75	40	22.00	75	41.25
	0.20	CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the greatest impact	75	15.00	40	8.00	35	7.00	30	6.00	70	14.00
	0.04	CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate	60	3.20	40	1.60	30	1.20	20	0.80	70	2.80
	0.01	CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
			Subtotal:	64.95	Subtotal:	39.85	Subtotal:	32.95	Subtotal:	28.80	Subtotal:	56.05
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals										
	0.20	MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path	75	15.00	10	2.00	10	2.00	10	2.00	60	12.00
		MC) Ability to present specific contributions to the development of CCMAR, based on the relevance of the scientific and curricular path, career plan, and work plan										
			Subtotal:	15.00	Subtotal:	2.00	Subtotal:	2.00	Subtotal:	2.00	Subtotal:	12.00
Curricular and motivational evaluation			Total	79.95	Total	41.85	Total	34.95	Total	30.80	Total	70.05

Adriana Resurreição has very good publications and contributions to policy and a strong career plan within the topic of the position. Sabine Knapp has had a significant career in industry, risk management, and international collaboration. Sezgin Tunca has a relevant CV but is less experienced. Milene Lança has not worked in the field and is less experienced. The same applies to Susí Resende.

Data e Assinatura:

