

Flora Mendes *Sofia Emília*

Minute nº2

Reference: CCMAR/IABRS/10/2024

Assistant Researcher – Reproductive biology for sustainable aquaculture (M/F)

On the 7th of January two thousand twenty-five, at 16:00 hours, was held online the second meeting of the selection panel nominated by the CCMAR Board of Directors on 29/11/2024 for the position CCMAR/IABRS/10/2024 under the MarPlus Project - Hiring of Highly Qualified Human Resources, funded by the Algarve 2030 program and cofinanced by the European Union. 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:

- 1 - Adelino Vicente Mendonça Canário, President of the CCMAR Board of Directors and Full Professor at the University of Algarve (President);.....
- 2 – Deborah Mary Power, Professor at the University of Algarve and Researcher at CCMAR (regular member)
- 3 – Elsa Alexandra Martins e Silva Cabrita, Member of the CCMAR Board of Directors, Associate Professor at the University of Algarve and researcher at CCMAR (regular member);.....
- 4 – Ana María Gómez López, Senior Scientist of the Consejo Superior de Investigaciones Científicas (CSIC) (regular member);
- 5 – Ibon Cancio, Professor at the University of the Basque Country (regular member).

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:.....

Rute Sofia Tavares Martins

The candidate was unanimously admitted on absolute merit

- 2) Evaluation and ranking of the candidates

The meeting proceeded with each panel member presenting their scores and candidate ranking following the criteria in the published call. As only one candidate was admitted, was the one selected for the position as follows:.....

- 1- Rute Sofia Tavares Martins

The documents supporting the scoring of the candidate 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 candidate subject to this preliminary decision. Under Article 121 of the Administrative Procedure Code, the candidate has 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 candidate does not raise any objection within the legal period.

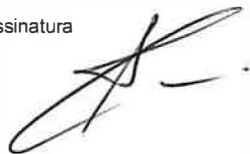
There being nothing further to discuss, the meeting was closed, having previously drawn up these minutes, which, after being read, were unanimously approved by the members of the Selection Committee both regarding their content and the decision that they will be signed solely by the President, with the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

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

| CANDIDATE | | | | Rute Sofia Tavares Martins | |
|---|------|--|------|--|--------------------|
| Parameters | % | Criteria | % | Evaluation of criterium (0-100 points) | Weighed evaluation |
| Curriculum vitae | 0.80 | CA) Scientific and technological, cultural or artistic production in the last five years, considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (45%) | 0.45 | 80 | 36.00 |
| | | CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (19%) | 0.19 | 80 | 15.20 |
| | | 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 (15%) | 0.15 | 100 | 15.00 |
| | | 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 (1%) | 0.01 | 0 | 0.00 |
| | | | 0.80 | Subtotal: | 66.20 |
| Motivation and Capacity for Innovation | 0.20 | MA) Coerência na expressão das motivações para a posição, expondo a relevância do percurso científico e curricular para a posição e objetivos pessoais; | 0.20 | 85 | 17.00 |
| | | MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular; | | | |
| | | MC) Capacidade de apresentar contribuições específicas para o desenvolvimento do CCMAR, tendo por base a relevância do percurso científico e curricular, o plano de carreira e o plano de trabalhos | | | |
| | | | 0.20 | Subtotal: | 17.00 |
| Curricular and motivational evaluation | | | | Total | 83.20 |

The candidate has the profile required for the position, based on publication record, capacity to obtain funds, dissemination and motivation

Data e Assinatura



07/01/2025

Assistant Researcher – Reproductive biology for sustainable aquaculture CCMAR/IABRS/10/2024

| CANDIDATE | | | | Rute Sofia Tavares Martins | |
|--|------|---|-------|--|---------------------|
| Parameters | % | Criteria | % | Evaluation of criterium (0-100 points) | Weighted evaluation |
| Curriculum vitae | 0.40 | CA) Scientific and technological cultural or artistic production in the last five years, considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (45%) | 0.45 | 65 | 29.25 |
| | | CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (10%) | 0.10 | 95 | 9.50 |
| | | 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 (15%) | 0.15 | 100 | 15.00 |
| | | CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological systems of higher education in Portugal or abroad (1%) | 0.01 | 20 | 0.20 |
| | | | 0.80 | Subtotal: | 82.50 |
| Motivation and Capacity for Innovation | 0.20 | MA) Coerência na expressão das motivações para a posição, incluindo a relevância do percurso científico e curricular para a posição e objetivos propostos; | 0.20 | 80 | 16.00 |
| | | MB) Demonstração do alinhamento com os objetivos e valores da CCMAR, tendo por base a relevância do percurso científico e curricular; | | | |
| | | MC) Capacidade de apresentar contribuições específicas para o desenvolvimento da CCMAR, tendo por base a relevância do percurso científico e curricular, o plano de carreira e o plano de trabalho. | | | |
| | 0.20 | Subtotal: | 16.00 | | |
| Curricular and motivational evaluation | | | Total | 78.50 | |

 Deborah Mary Power
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Data e Assinatura:

The applicant amply fulfills the requirements for the position of an assistant researcher in Reproductive Biology for Sustainable Aquaculture. They have a long and varied activity in the field although recently their scientific productivity has been modest. The research plan proposed is short but touches on key points expected for the position and reveals good ambition and will permit further development of an important research area. The lower scientific activity is counterbalanced by a very strong activity in citizen science and outreach activities, which is excellent. Motivation of the applicant is excellent as is the level of innovation proposed in the workplan.

| CANDIDATE | | | | Rute Sofia Tavares Martins | |
|---|------|--|------|--|--------------------|
| Parameters | % | Criteria | % | Evaluation of criterium (0-100 points) | Weighed evaluation |
| Curriculum vitae | 0,80 | CA) Scientific and technological, cultural or artistic production in the last five years, considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (45%) | 0,45 | 60 | 27,00 |
| | | CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (19%) | 0,19 | 75 | 14,25 |
| | | 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 (15%) | 0,15 | 95 | 14,25 |
| | | 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 (1%) | 0,01 | 20 | 0,20 |
| | | | 0,80 | Subtotal: | 55,70 |
| Motivation and Capacity for Innovation | 0,20 | MA) Coerência na expressão das motivações para a posição, expondo a relevância do percurso científico e curricular para a posição e objetivos pessoais; | 0,20 | 85 | 17,00 |
| | | MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular; | | | |
| | | MC) Capacidade de apresentar contribuições específicas para o desenvolvimento do CCMAR, tendo por base a relevância do percurso científico e curricular, o plano de carreira e o plano de trabalhos | | | |
| | | | 0,20 | Subtotal: | 17,00 |
| Curricular and motivational evaluation | | | | Total | 72,70 |

Data e Assinatura:

Assinado por: **Elsa Alexandra Martins e Silva Cabrita**
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justification: In the last 5 years the candidate published 4 papers as author and co-author and was involved in 3 scientific projects, two of them as PI. She participated and organized several dissemination activities promoting science in schools and to the general public. She contributed to the higher education system by providing scientific and teaching support to MSc and PhD students as well as to degree students. The candidate demonstrates skills and motivation to pursue this position at CCMAR

| CANDIDATE | | | | Rute Sofia Tavares Martins | |
|---|------|--|-------------|--|---------------------|
| Parameters | % | Criteria | % | Evaluation of criterion (0-100 points) | Weighted evaluation |
| Curriculum vitae | 0.80 | CA) Scientific and technological (papers) or artistic production in the last five years, considered most relevant by the candidate. The number of the scientific output is more relevant than publication metrics or the publishing entity (25%) | 0.45 | 70 | 31,50 |
| | | CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (15%) | 0,18 | 70 | 13,30 |
| | | CC) Lectures 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 (12%) | 0,15 | 100 | 15,00 |
| | | CD) Management activities of science, technology, and innovation programs, or experience in advising, mentoring, and evaluating the scientific and technological system at higher education in Portugal or abroad (10%) | 0,01 | 15 | 0,15 |
| | | | 0,80 | Subtotal: | 69,95 |
| Motivation and Capacity for Innovation | 0.20 | MA) Condições de expressão das motivações para a pesquisa, experiência e referências do percurso científico e curricular para a posição e objetivos pessoais. | 0,20 | 70 | 14,00 |
| | | MB) Caracterização do alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância da pesquisa científica e curricular. | | | |
| | | MC) Capacidade de apresentar contribuições específicas para o desenvolvimento do CCMAR, tendo por base a relevância de percursos científicos e curricular, o plano de carreira e o plano de trabalho. | | | |
| | | | 0,20 | Subtotal: | 14,00 |
| Curricular and motivational evaluation | | | | Total | 73,95 |

The candidate meets all the requested requirements for the position, and her profile fits perfectly with the position's theme on Reproductive Biology for Sustainable Aquaculture. She has a good background and experience in endocrine control of fish reproduction and experience in managing genetically modified model fish.

She has proven experience in generating scientific publications, in obtaining funding for research and in supervising Master/PhD students. Outstanding experience in scientific outreach activities.

The motivation letter is well reasoned and the research to be developed is novel and fits the expected profile, although the workplan should have been explained in more detail.

Data e Assinatura:

GOMEZ PERIS
ANA MARIA -
DNI
18939046H

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| CANDIDATE | | | | Rute Sofia Tavares Martins | |
|---|------|--|-------------|--|---------------------|
| Parameters | % | Criteria | % | Evaluation of criterium (0-100 points) | Weighted evaluation |
| Curriculum vitae | 0,80 | CA) Scientific and technological, cultural or artistic production in the last five years, considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (45%) | 0,45 | 65 | 29,25 |
| | | CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (19%) | 0,19 | 90 | 17,10 |
| | | 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 (15%) | 0,15 | 95 | 14,25 |
| | | 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 (1%) | 0,01 | 20 | 0,20 |
| | | | 0,80 | Subtotal: | 60,80 |
| Motivation and Capacity for Innovation | 0,20 | MA) Coerência na expressão das motivações para a posição, expondo a relevância do percurso científico e curricular para a posição e objetivos pessoais; | 0,20 | 75 | 15,00 |
| | | MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular; | | | |
| | | MC) Capacidade de apresentar contribuições específicas para o desenvolvimento do CCMAR, tendo por base a relevância do percurso científico e curricular, o plano de carreira e o plano de trabalhos | | | |
| | | | 0,20 | Subtotal: | 15,00 |
| Curricular and motivational evaluation | | | | Total | 75,80 |

Justification: We have evaluated the last 5 years with the CV of the candidate, with a production of 4 published peer reviewed papers and participation in 3 research projects. He is or has been main researcher in two of those projects showing a track towards consolidation. Therefore, CV of the candidate meets the requirements of the call with a good publication record, intense outreach activity and a good career plan



IBON Cancio
 Professor in Cell Biology
 Plentzia Marine Station
 University of the Basque Country