



Minute nº2

Reference: CCMAR/IAENI/13/2024

Assistant Researcher – Innovative Nutritional Strategies (M/F)

On the 8th of January two thousand twenty-five, at 15:30 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/IAENI/13/2024 under the Foundation for Science and Technology Tenure Program (FCT Tenure). 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 and (President).....
- 2 – Deborah Mary Power, Professor at the University of Algarve and Researcher at CCMAR (regular member)
- 3 – Sofia Alexandra Dias Engrola, Member of the CCMAR Board of and Principal Researcher at CCMAR (regular member).
- 4 – Paulo Rema, Associate Professor at the University of Trás-os-Montes e Alto Douro (regular member). ...
- 5 – Pavlos Makridis, Associate Professor at the University of Patras (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:.....

- Hesham Eed Saad Desouky.....
- Sajad Farahani
- Cláudia Raquel Cêa de Aragão Teixeira
- Summia Perveen.....

Two candidates were excluded for holding a PhD degree for less than 5 years: Hesham Eed Saad Desouky, and Summia Perveen.

Sajad Farahani was excluded for not presenting a PhD certificate.....

Cláudia Raquel Cêa de Aragão Teixeira 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 accepted, was the one selected for the position as follows:.....

- 1- Cláudia Raquel Cêa de Aragão Teixeira

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.

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		Hesham Desouky		Sajad Farahani		Claudia Aragão		Sumia Perveen	
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)
Curriculum Vitae		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 (55%).		0.00	100	55.00		0.00	0.00
	0.20	CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%).		0.00	50	10.00		0.00	0.00
Motivation and Capacity for Innovation		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 (4%).		0.00	25	1.00		0.00	0.00
	0.20	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 (1%).		0.00	0	0.00		0.00	0.00
			Subtotal:	0.00	Subtotal:	66.00	Subtotal:	0.00	0.00
Curricular and motivational evaluation		MA) Coerência na expressão das motivações para a posição, expando a relevância do percurso científico e curricular para a posição e objetivos pessoais;		0.00					
	0.20	MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular;		0.00	80	16.00		0.00	0.00
			Subtotal:	0.00	Subtotal:	16.00	Subtotal:	0.00	0.00
Curricular and motivational evaluation			Total	0.00	Total	82.00	Total	0.00	0.00

The only candidate Cláudia Aragão has an excellent publication record, strong interactions with industry and presents a sound career plan

Data e Assinatura

08/01/2025



Assistant Researcher – Innovative Nutritional Strategies. CCMAR/IAENI/13/2024

CANDIDATE		Hesham Desouky		Sojed Farahani		Claudia Aragão		Sumia Perveen	
Parameters	%	Criteria	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)
Curriculum vitae	0.95	CA) Scientific and technological, cultural or artistic production in the candidate's field of research, considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (55%)	0.00	0.00	85	46.75	0.00	0.00	0.00
	0.20	CB) Applied or practice-based research activities developed in the candidate's field of research, considered by the candidate to be most impactful (20%)	0.00	0.00	85	17.00	0.00	0.00	0.00
Motivation and Capacity for Innovation	0.60	CC) Education 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 (4%)	0.00	0.00	75	3.00	0.00	0.00	0.00
	0.01	CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological research projects and higher education in Portugal or abroad (1%)	0.00	0.00	25	0.25	0.00	0.00	0.00
			0.60	Subtotal:	0.00	0.00	Subtotal:	0.00	0.00
Motivation and Capacity for Innovation	0.20	MA) Coerência na expressão das motivações para a pesquisa, expondo a relevância do percurso científico e curricular para a pesquisa e objetivos pessoais.	0.00	0.00	80	16.00	0.00	0.00	0.00
	0.20	MB) Descrição clara do alinhamento com as atividades e valores de CCMAR, tendo por base a relevância do percurso científico e curricular.	0.00	0.00	80	16.00	0.00	0.00	0.00
			0.20	Subtotal:	0.00	0.00	Subtotal:	0.00	0.00
Curricular and motivational evaluation			0.20	Subtotal:	0.00	0.00	Subtotal:	0.00	0.00
Total			0.00	Subtotal:	0.00	0.00	Subtotal:	0.00	0.00
Total							Total		Total
							83.00		83.00
							16.00		16.00
							0.00		0.00

Data e Assinatura: *Deborah Mary Power* 2025.01.08 16:04:15 Z

Declaration

The only applicant that fulfils the criteria foreseen for the position of assistant researcher in innovative nutritional strategies is Claudia Aragão who has an excellent scientific output, and interactions with industry. Claudia Aragão presents a strong motivation letter which clearly demonstrates how their research and activities align with the mission of CCMAR. A robust and innovative research plan and future career development.

CANDIDATE		Hesham Desouky		Sajad Farahani		Claudia Aragão		Sumia Perveen		
Parameters	%	Criteria	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)	
Curriculum vitae	0.55	(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 (55%).	90	49.68	85	17.00	93	3.70	70	0.70
	0.20	(CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%).								
Motivation and Capacity for Innovation	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 (4%).								
	0.04	(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%).								
			Subtotal:	71.08	Subtotal:	18.67	Subtotal:	18.67	Subtotal:	0.00
			Subtotal:	0.00	Subtotal:	0.00	Subtotal:	0.00	Subtotal:	0.00
			Total	0.00	Total	0.00	Total	89.75	Total	0.00
			Subtotal:	0.20	Subtotal:	0.20	Subtotal:	0.20	Subtotal:	0.20
			Total	0.20	Total	0.20	Total	0.20	Total	0.20

Comment: The only applicant that fulfils the criteria foreseen for the position of Assistant Researcher in Innovative Nutritional Strategies is **Claudia Aragão**. This candidate has more than 5 years of postdoctoral experience in Aquaculture and presents a vast knowledge of nutritional impacts on several commercially important fish species. Claudia Aragão has a strong publication record, participation or coordination in research projects, and supervision of advanced training in the field of aquaculture nutrition. In addition, the candidate has several collaborations with the industry, proven through involvement in collaborative projects or contract-based research services/projects. Claudia Aragão presents a strong motivation letter demonstrating an alignment with the goals and values of CCMAR.

Data e Assinatura:

Assinado por: **Sofia Alexandra Dias Engrola**
 Num. de identificação: 10089954
 Data: 2025.01.08 17:14:47+00'00'



CANDIDATE				Claudia Aragão	
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 (55%)	0,55	100	55,00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	0,20	100	20,00
		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 (4%)	0,04	100	4,00
		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	100	1,00
			0,80	Subtotal:	80,00
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	100	20,00
		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:	20,00
Curricular and motivational evaluation				Total	100,00

The only candidate (Cláudia Aragão) presents a very solid curriculum in scientific and professional terms perfectly articulated with the profile of the candidate intended for this position

Data e Assinatura:

Assinado por: **Paulo José de Azevedo Pinto Rema**
 Num. de Identificação: 05935693
 Data: 2025.01.08 15:57:25 +0000

CANDIDATE			Claudia Aração	
Parameters	%	Criteria	Evaluation of criterion (0-100 points)	Weighted evaluation
Curriculum Vitae		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 (55%)	100	55.00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	90	18.00
	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 (4%)	90	3.60
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating research and technological systems or higher education in Portugal or abroad (1%)	90	0.80
			Subtotal:	77.50
Motivation and Capacity for Innovation		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	ME) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular;	80	16.00
		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;		
			Subtotal:	16.00
Curricular and motivational evaluation			Total	95.50

The only candidate Cláudia AraçãO has an excellent publication record, strong interactions with industry and presents a sound career plan



Data e Assinatura

08-01-25