

*Sojia Emacuda*      *Flora Soares*

**Minute nº2**

**Reference: CCMAR/IAFEC/15/2024**

**Assistant Researcher – Comparative Physiology and Endocrinology (M/F)**

On the 6th of January two thousand twenty-five, at 10:30 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/IAFEC/15/2024 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 (President);.....
- 2 – Deborah Mary Power, Professor at the University of Algarve and Researcher at CCMAR (regular member)
- 3 – Peter Hubbard, Assistant Researcher at CCMAR (regular member);.....
- 4 – Paulo Cesar da Silva Pinheiro, Principal Researcher at University of Coimbra (regular member); .....
- 5 – Jörg D. Hardege, Emeritus Fellow at the University of Hull (UK) (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: .....

Sodikdjon Abdurachimovic Kodirov .....

Zélia Cristina Pereira Velez.....

The two candidates were 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. 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. For the first-place candidate, Zélia Cristina Pereira Velez received a unanimous vote. Sodikdjon Abdurachimovic Kodirov was automatically placed in the second place. As a result of the voting, the ranking is as follows:.....

1- Zélia Cristina Pereira Velez .....

2- Sodikdjon Abdurachimovic Kodirov.....

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. ....

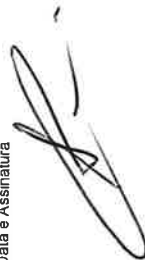
Adelino V. M. Canário  
(President of the Selection Panel)

CANDIDATE		Soditdjon A. Kodirov	Zélia Cristina Pereira Velez
Parameters	%	Criteria	%
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%). (CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (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 (4%). (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%).	85
			46.75
		<b>Subtotal:</b>	<b>46.75</b>
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. (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.	20
			4.00
		<b>Subtotal:</b>	<b>4.00</b>
<b>Curricular and motivational evaluation</b>		<b>Total</b>	<b>50.75</b>
		<b>Subtotal:</b>	<b>8.00</b>
		<b>Total</b>	<b>62.85</b>

I place in first place Zélia Velez because of the two candidates is the one who presented evidence of experience in handling fish, involvement in research project implementation as a PI, student supervision, extension and dissemination activities and a motivation letter in line with what was requested.

Data e Assinatura

06/01/2025



Assistant Researcher – Comparative Physiology and Endocrinology. Reference: CCMAR/IAFECE/15/2024

CANDIDATE		Sodilgjon A. Kodrirov	Zella Cristina Pereira Velez
Parameters	%	Estimation of criteria (0-100 points)	Weighted evaluation
Curriculum vitae	0.80	87	38.80
	0.20	24	4.80
Motivation and Capacity for Innovation	0.80	10	0.40
	0.20	45	0.45
<b>Curricular and motivational evaluation</b>		<b>Subtotal:</b>	<b>Subtotal:</b>
		<b>42.50</b>	<b>42.50</b>
<b>Total</b>		<b>Subtotal</b>	<b>Subtotal</b>
		<b>8.00</b>	<b>8.00</b>
<b>Total</b>		<b>50.50</b>	<b>50.50</b>
		<b>Subtotal</b>	<b>Subtotal</b>
		<b>16.00</b>	<b>16.00</b>
<b>Total</b>		<b>66.50</b>	<b>66.50</b>

Data e Assinatura:  Deborah Mory Power  
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Justification

Overall, I classified the candidate Zella Velez in first position and S. A. Kodrirov in second position in this competition. This classification was based on the better match in skills and ambitions of Zella Velez to the profile identified for the assistant researcher to be recruited for CCMAR. The research activities, dissemination and outreach activities and motivation and future research plans and ambition of Zella Velez was clearly matched and aligned to the mission, requirements and activities of CCMAR. In terms of scientific output and scientific management in the last 5 years the volume and quality of these parameters were slightly higher for S.A. Kodrirov, albeit not centred in the scientific area procured for the assistant researcher position and this is reflected in the score.

CANDIDATE				Sodikdjon A. Kodirov		Zélia Cristina Pereira Velez	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	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	70	38,50	90	49,50
		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	60	12,00	80	16,00
		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	50	2,00	90	3,60
		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	80	0,80	70	0,70
			<b>0,80</b>	<b>Subtotal:</b>	<b>53,30</b>	<b>Subtotal:</b>	<b>69,80</b>
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	60	12,00	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					
			<b>0,20</b>	<b>Subtotal:</b>	<b>12,00</b>	<b>Subtotal:</b>	<b>17,00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>65,30</b>	<b>Total</b>	<b>86,80</b>

Candidate Zélia Velez has experience that more closely matches that required than candidate Sodikidjon Kodirov. I therefore recommend that the position be awarded to her.

Data e Assinatura: 6th January 2025

Assinado por: **Peter Colin Hubbard**  
 Num. de Identificação: PASGB-553352249  
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CANDIDATE				Sodikdjon A. Kodirov		Zélia Cristina Pereira Velez	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	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	75	41,25	90	49,50
		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	60	12,00	85	17,00
		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	0	0,00	95	3,80
		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	50	0,50	85	0,85
			<b>0,80</b>	<b>Subtotal:</b>	<b>53,75</b>	<b>Subtotal:</b>	<b>71,15</b>
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	50	10,00	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					
			<b>0,20</b>	<b>Subtotal:</b>	<b>10,00</b>	<b>Subtotal:</b>	<b>17,00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>63,75</b>	<b>Total</b>	<b>88,15</b>

Justification of assessment:

Zelia Velez

CA - excelent publication record with 10 publications in last 5 years with relevance in the field of the, mostly original research articles. Active in science communication, participated in relevant research projects

CB - Develops applied research in the area of the call, has demonstrated experience in maintaining and handling teleosts and elasmobranchs, including the necessary training to handle and use marine animals in the laboratory

CC - Actively and frequently participates in scientific dissemination outreach activities with the general public, including the production of didactic and promotional materials and interventions in schools. Has undergone training in such activities.

CD - Demonstrates involvement in relevant management activities

M- Excellent application letter, shows clear motivation for the position, states clear and supported objectives and work plan that align with CCMAR's goals and that should significant contribute to its continued development

Sodikdjon Kodirov

CA - good past publication record but many review articles. Only 2 of the selected 5 publications pertain to the period under evaluation.

CB - Most current activities are centered on review articles, particularly single-author publications, suggesting inactivity in scientific production. Many of the recent works in the CV are under preparation and unverifiable.

CC - The CV shows no record of organization or participation in dissemination and public engagement activities

CD - Management activities of science are insufficiently demonstrated in the application

M - Vague and general motivation letter that fails to convey how the candidate may contribute to the mission of the CCMAR and does not present any specific objectives or activities plan that may contribute to the development of the CCMAR or its research interests

*Paulo César da Silva Pinheiro*

CANDIDATE				Sodikjon A. Kodirov		Zélia Cristina Pereira Velez	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighed evaluation	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	70	38.50	80	44.00
		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	70	14.00	85	17.00
		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	60	2.40	80	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 (1%)	0.01	60	0.60	70	0.70
			<b>0.80</b>	<b>Subtotal:</b>	<b>55.50</b>	<b>Subtotal:</b>	<b>64.90</b>
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	15	3.00	90	18.00
		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.					
			<b>0.20</b>	<b>Subtotal:</b>	<b>3.00</b>	<b>Subtotal:</b>	<b>18.00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>58.50</b>	<b>Total</b>	<b>82.90</b>

I do rate both applications as good but score Zelia Velez as a better candidate overall. The two candidates have a good publication record, but given the specific requirements as outlined in the job description only Zelia Velez has a good fit of her output. S. Kodirov has published some nice work on terrestrial systems but lacks any track record on working with marine systems and teleosts. There is also no evidence of a experience in purification and identification of olfactory cues nor their potential impact through environmental change. The cover letter also largely fails to outline why the candidate chose this particular position to apply for and how the candidate could fit into CCMar. Both key criteria are well covered in Zelia Velez application and demonstrate a better fit of this

Data e Assinatura 06.01.2025

