



Minute nº2

Reference: CCMAR/IAEBEP/16/2024

Assistant Researcher – Fish Ethology and Welfare (M/F)

On the 9th of January two thousand twenty-five, at 15:00 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/IAEBEP/16/2024 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, Full Professor at the University of Algarve and Researcher at CCMAR (regular member).....

3 – Sofia Alexandra Dias Engrola, Member of CCMAR Board of Directors and Principal Researcher at CCMAR (regular member).....

4 – Michail Pavlidis, Professor University of Crete (regular member).....

5 – Sonia Rey Planellas, Professor at the University of Stirling (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:.....

Sajad Farahani.....

João Luís Vargas de Almeida Saraiva.....

The candidate Sajad Farahani was excluded for holding a PhD degree for less than 5 years.

João Luís Vargas de Almeida Saraiva 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- João Luís Vargas de Almeida Saraiva.....

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				Sajad Farani		João Saraiva	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation
Curriculum vitae	0.80 (20%)	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 of the publishing entity (55%)	0.55		0.00	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		0.00	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		0.00	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 (1%)	0.01		0.00	10	0.10
Subtotal:				0.80	0.00	Subtotal:	72.60
Motivation and Capacity for Innovation	0.20	MA) Coerência na expressão das motivações para a posição, exposto a relevância do percurso científico e curricular para a posição e objetivos pessoais.					
		MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular.	0.20		0.00	100	20.00
		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:				0.20	0.00
Curricular and motivational evaluation				Total	0.00	Total	92.60

The only candidate João Saraiva has an excellent publication record, strong interactions with the industry and policy and presents a sound career plan

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09/01/2025



Assistant Researcher – Fish Ethology and Welfare CCMAR/IASREP/16/2024

CANDIDATE		Sajad Farani		João Saraiva		
Parameters	Criteria	%	Evaluation of criterion (0-100 points)	Weighted evaluation	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%)	0.55		0.00	65	35.75
	(CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (25%)	0.20		0.00	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 (20%)	0.04		0.00	100	4.00
	(C1) 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		0.00	50	0.50
			Subtotal:	0.00	Subtotal:	60.25
Motivation and Capacity for Innovation	(M1) Coerência na expressão das motivações para a produção, expansão e relevância do percurso científico e curricular para a posição e objetivos pessoais;					
	(M2) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular;	0.20		0.00	85	17.00
	(M3) 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 trabalho;					
			Subtotal:	0.00	Subtotal:	17.00
			Total	0.00	Total	77.25

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Deborah Mary Power
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Deborah Mary Power

The Sajad Farani does not meet the criteria for the position as they do not have 5 years post doctoral experience. The only applicant that fulfills all the criteria for the position of assistant researcher in Fish Ethology and Welfare is João Saraiva. Overall, João Saraiva fits the profile foreseen for the position although their scientific output is moderate and can be improved, their activities in policy, extension and dissemination is excellent. Furthermore, their scientific and research vision for the future and motivation align with the mission of CCMAR and in their career plan they demonstrate how their activities contribute and strengthen the mission of CCMAR and how they will contribute to strengthen the growth and excellence of CCMAR.

CANDIDATE				Sajad Farahani		João Luis Vargas de Almeida Saraiva	
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 production, cultural or artistic, of 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			86	47.36
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be of the most significant impact (20%)	0.20			90	18.00
		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			98	3.93
		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
			0.80	Subtotal:		Subtotal:	69.79
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			93	18.67
		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					
			0.20	Subtotal:		Subtotal:	18.67
Curricular and motivational evaluation				Total		Total	88.46

Comments:

The only applicant that fulfils the criteria foreseen for the position of Assistant Researcher in Fish Ethology and Welfare is João Luis Vargas de Almeida Saraiva. This candidate has more than 5 years of postdoctoral experience in fish ethology and welfare and presents a vast knowledge of both fundamental and applied aspects of fish behaviour and welfare. João Luis Vargas de Almeida Saraiva has a good publication record and participation or coordination in research projects. In addition, the candidate is very actively engaging with policymakers, industry stakeholders, and the general public to raise awareness about the importance of fish ethology and welfare. João Luis Vargas de Almeida Saraiva 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

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Sofia Engrola

CANDIDATE				Sajad Farani		João Saralva	
Parameters	%	Criteria	%	Evaluation of criterion (0-100 points)	Weighted evaluation	Evaluation of criterion (0-100 points)	Weighted evaluation
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 (35%)	0,55	0,00	70	38,50	
	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%)	0,20	0,00	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%)	0,04	0,00	90	3,60	
	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 (1%)	0,01	0,00	70	0,70	
Subtotal:			0,80	0,00	Subtotal:	60,80	
Motivation and Capacity for Innovation				0,20	0,00	95	19,00
Curricular and motivational evaluation				0,20	0,00	Subtotal:	19,00
Total				0,00	0,00	Total	79,80

Data e Assinatura:

MICHAEL PAVLIDIS
09/01/2025 20:38

CANDIDATE			Sajed Farani	João Saraiva
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation
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 of the publishing entity. (65%)	60	33.00
	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%)	70	14.00
	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%)	70	2.80
	0.01	CD) Management activities of sciences, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system of higher education in Portugal or abroad (1%)	50	0.50
			Subtotal:	50.30
Motivation and Capacity for Innovation	0.80	MA) Continência na expressão das motivações para a posição, expondo a relevância do percurso científico e curricular para a posição e objetivos pessoais.		
	0.20	MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular.	70	14.00
		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:	14.00
Curricular and motivational evaluation			0.00	0.00
Total			0.00	64.30

Good alignment with the position in most of the parameters evaluated. Selected publications rely too much on reviews and not on experimental work. Future research should align better to current expertise. Current funding sources are quite similar so future funding opportunities should be more diverse.

Data e Assinatura Sonia Rey Planellas 9/Jan/2025

Sonia Rey

