

Reference: CCMAR/IAPEM/12/2024

Assistant Researcher – Fisheries and Marine Ecology (M/F)

On the 10th of January two thousand twenty-five, at 9:00 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/IAPEM/12/2024 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 – Karim Erzini, Professor at the University of Algarve and researcher at CCMAR (regular member)
- 3 - Jorge Manuel dos Santos Gonçalves, CCMAR Board of Directors member, CCMAR Researcher, and Professor at the University of Cadiz (regular member)
- 4 – Leonel Paulo Sul Serrano Gordo, retired Associate Professor with Habilitation (regular member).....
- 5 – Pedro Raposo de Almeida, Director of MARE and Professor University of Évora (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:

Mohammadreza Mirzaei

Seyed Mohammad Sadeghi Nasja.....

Ana Luisa Barreto Marçalo

The three candidates Mohammadreza Mirzaei, Seyed Mohammad Sadeghi Nasja and Ana Luisa Barreto Marçalo 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, Ana Luisa Barreto Marçalo was voted unanimously. For the second position, Mohammadreza Mirzaei had the most votes. Seyed Mohammad Sadeghi Nasja was automatically placed in the third position.

1- Ana Luisa Barreto Marçalo

2- Mohammadreza Mirzaei

3- Seyed Mohammad Sadeghi Nasja

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		Mohammadreza Mirzaei		Seyed Mohammad Sadeghi Nasja		Ana Luisa Barreto Marçalh	
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
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 activity (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 (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 (15%).	60	33.00	35	19.25	85	46.75
	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; 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	40	6.00	15	3.00	80	16.00
Motivation and Capacity for Innovation	0.80 % 0.20 %	40	1.60	30	1.20	80	3.20
		0	0.00	0	0.00	10	0.10
		Subtotal:	42.60	Subtotal:	23.45	Subtotal:	66.05
						90	18.00
Curricular		Subtotal:	8.00	Subtotal:	5.00	Subtotal:	18.00
		Total	50.60	Total	28.45	Total	84.05

The candidate Ana Luisa Barreto Marçalh is placed in first place because of her excellent publication record, and presents a sound career plan.
The candidate Mohammadreza Mirzaei is placed in second place because of international experience but less relevant publications and research activities in the area of the call compared to the first candidate.
The candidate Seyed Mohammad Sadeghi Nasja is placed in third place because it has the least relevant scientific output of the three candidates

Data e Assinatura:

CANDIDATE		Mohammadreza Mirzaei		Seyed Mohammad Sadeghi Nasja		Ana Luisa Barreto Marçalo		
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	Weighed evaluation	Evaluation of criterium (0-100 points)	
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%)	70	38.50	60	33.00	95	52.25
		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	50	10.00	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 (4%)	50	2.00	50	2.00	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%)	70	0.70	60	0.60	95	0.95
0.80			Subtotal:	55.20	Subtotal:	45.60	Subtotal:	76.00
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.	70	14.00	50	10.00	90	18.00
		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:	14.00	Subtotal:	10.00	Subtotal:	18.00
Curricular and motivational evaluation			Total	69.20	Total	55.60	Total	94.00

Data e assinatura:

Assinado por: **KARIM ERZINI**
 Num. de identificação: 12259423
 Data: 2025.01.07 10:24:07+00'00'

Assistant Researcher – Fisheries and Marine Ecology (M/F) –
1 Position Available

Reference: CCMAR/IAPEM/12/2024

Justification of ranking of candidates

After careful consideration and analysis of the documentation provided by the three 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 (**Ana Marçalo**), has a very good publication record and considerable research experience in the area of the position. She has been successful in obtaining funding and has considerable experience with project coordination and management, extension and dissemination activities, and supervision of students and technicians. Her motivation letter is very coherent, and her proposed research and future goals are in line with the objectives of CCMAR Thematic Line 2.

The candidate in second place (**M. Reza Mirzaei**) has a background and experience mainly in fisheries science and aquaculture. However, he does not have experience in research on interactions between marine mammals and fisheries.

The candidate in third place (**S. Mohammad Sadeghi Nasaj**) does not have the profile for the position.



Karim Erzini
Professor,
Universidade do Algarve,
Faro,

January 7, 2025

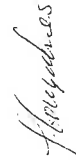
FCT TENURE - Fisheries and Marine Ecology

CANDIDATE		Mohammadreza Mirzaei		Seyed Mohammad Sadeghi Naeja		Ana Luisa Barreto Marçalo		
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	
Curriculum vitae	0,80	(A) 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%).	60	33,00	40	22,00	90	49,50
		(B) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%).	60	12,00	40	8,00	95	19,00
Motivation and Capacity for Innovation	0,20	(C) 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%).	60	2,40	25	1,00	95	3,80
		(D) 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%).	10	0,10	5	0,05	60	0,60
		Subtotal:	0,80	47,50	Subtotal:	31,05	Subtotal:	72,90
Motivation and Capacity for Innovation	0,20	(MA) Continência na expressão das motivações para a posição, expondo a relevância do percurso científico e curricular para a posição e objetivos pessoais.	65	13,00	50	10,00	85	19,00
		(MB) Demonstração de alinhamento com os objetivos e valores do CCIMAR, tendo por base a relevância do percurso científico e curricular.	65	13,00	50	10,00	85	19,00
		Subtotal:	0,20	13,00	Subtotal:	10,00	Subtotal:	19,00
		Curricular and motivational evaluation	Total	60,50	Total	41,05	Total	91,90

The best candidate was Ana Marçalo who excelled in all the evaluation criteria, from scientific production to scientific impact in the area required. M. Reza Mirzaei ranked second, with an extensive international experience and expertise in some areas of interest. Third position comes Seyed M.S. Naeja, who has some experience at international level, even though not focused on the main area of interest.

Data e Assinatura:

10/01/2025



CANDIDATE				Mohammad Reza Mirzaei		Seyed Mohammad Sadeghi Nasja		Ana Luisa Barreto Margalo	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Welghed evaluation	Evaluation of criterium (0-100 points)	Welghed evaluation	Evaluation of criterium (0-100 points)	Welghed evaluation
Curriculum vitae	0.80	GA) 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	25	13.75	5	2.75	80	44.00
		GB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	0.20	10	2.00	30	6.00	90	18.00
		GC) 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	10	0.40	0	0.00	90	3.60
		GD) 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	0.00	90	0.90
			0.80	Subtotal:	16.15	Subtotal:	8.75	Subtotal:	66.50
Motivation and Capacity for Innovation	0.20	MA) Coerência na expressão das motivações para a posição, expando a relevância do percurso científico e curricular para a posição e objetivos pessoais;	0.20	0	0.00	0	0.00	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 trabalho;							
	0.20	Subtotal:	0.00	Subtotal:	0.00	Subtotal:	20.00		
Curricular and motivational evaluation				Total	16.15	Total	8.75	Total	86.50

Data e Assinatura 10 de Janeiro de 2025

Assinado por: **Leonel Paulo Sul de Serrano Gordo**
 Num. de Identificação: 04882026
 Data: 2025.01.10 10:15:59+00'00'

Concurso para Investigado Auxiliar na área de Pescas e Ecologia Marinha

Referência: CCMAR/IAPEM/12/2024

Justificação da avaliação dada aos candidatos

Campo CA

A candidata Ana Marçalo tem 36 de artigos publicados (maioritariamente em revistas Q1), 27 desde o doutoramento mas só oito nos últimos 5 anos. Só em quatro destes artigos é 1º autor e muitos artigos têm mais de 10 autores. Pelo exposto classifiquei a candidata Ana Marçalo com 80 pontos no campo CA.

O candidato Mohammad Reza publicou 25 artigos, 23 desde o doutoramento mas só sete em revistas indexadas, maioritariamente em Q3 e Q4. É 1º autor em 13 artigos, maioritariamente escritos em persa, sua língua-mãe. Classifiquei o candidato Mohammad Reza com 25 pontos no campo CA.

O candidato Mohammad Sadeghi Nasaj publicou apenas quatro artigos, todos como 1º autor, em revistas não indexadas e em persa, sua língua-mãe. Classifiquei o candidato Mohammad Sadeghi Nasaj com 5 pontos no campo CA.

Campo CB

A candidata Ana Marçalo participou em um número muito significativo de projectos, nacionais e internacionais. Foi IP em 4 nacionais e responsável de tarefas em 2. Pelo exposto classifiquei a candidata com 90 pontos no campo CB.

O candidato Mohammad Reza participou em seis projectos nacionais iranianos, não sendo IP em nenhum. Classifiquei o candidato Mohammad Reza com 10 pontos no campo CB.

O candidato Mohammad Sadeghi Nasaj participou em 18 projectos nacionais iranianos, não sendo IP em nenhum. Classifiquei o candidato Mohammad Reza com 30 pontos no campo CB.

Campo CC

A candidata Ana Marçalo orientou (ou co-orientou) três teses de doutoramento e participou em muitas actividades de extensão (media, científicos). Pelo exposto classifiquei a candidata com 90 pontos no campo CC.

O candidato Mohammad Reza orientou duas teses de mestrado. Classifiquei o candidato Mohammad Reza com 10 pontos no campo CC.

O candidato Mohammad Sadeghi Nasaj não desenvolveu qualquer actividade neste campo pelo que o classifiquei com 0 pontos.

Campo CD

A candidata Ana Marçalo foi júri de um doutoramento e sete de mestrado. Participou ainda em painéis de avaliação da FCT e em grupos de trabalho internacionais. Pelo exposto classifiquei a candidata com 90 pontos no campo CD.

O candidato Mohammad Reza não desenvolveu qualquer actividade neste campo pelo que o classifiquei com 0 pontos.

O candidato Mohammad Sadeghi Nasaj não desenvolveu qualquer actividade neste campo pelo que o classifiquei com 0 pontos.

Campo da Motivação e Capacidade de Inovação (MA,MB e MC)

A candidata Ana Marçalo adequa-se perfeitamente ao perfil pretendido pelo que lhe dei 100 pontos.

O candidato Mohammad Reza não apresentou qualquer documento que pudesse ser avaliado neste campo pelo que o classifiquei com 0 pontos.

O candidato Mohammad Sadeghi Nasaj não apresentou qualquer documento que pudesse ser avaliado neste campo pelo que o classifiquei com 0 pontos.

Lisboa, 10 de Janeiro de 2025

Leonel Serrano Gordo

Assinado por: **Leonel Paulo Sul de Serrano Gordo**
Num. de Identificação: 04882026
Data: 2025.01.10 10:17:52+00'00'

CANDIDATE		Mohammadreza Mirzaei		Seyed Mohammad Sadeghi Nasja		Ana Luisa Barreto Margalo	
Parameters	%	Criteria	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, particularly considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entry (55%).	10	5.50	0	0.00	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%).	25	5.00	0	0.00	90
Innovation	0.04	(CC) Extension and dissemination activities developed in the last five years, particularly in the context of grant proposals and preprints, considered most relevant by the candidate (4%).	0	0.00	25	1.00	90
	0.01	(CD) Management activities of science, technology, and innovation programs, or experiences in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	10	0.10	0	0.00	35
			Subtotal:	10.60	Subtotal:	1.00	Subtotal:
							60.45
Motivation and Capacity for Innovation	0.20	(MA) Coerência na expressão das motivações para a realização de atividades de pesquisa científica e curricular para a posição e objetivos pretendidos.					
	0.20	(MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância de práticas científicas e curriculares. (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.	50	10.00	30	6.00	100
			Subtotal:	10.00	Subtotal:	6.00	Subtotal:
			Total	20.60	Total	7.00	Total
							80.45

Data e Assinatura:

10 de janeiro de 2025





Recruitment for one position for an Assistant Researcher in Fisheries and Marine Ecology (Reference: CCMAR/IAPEM/12/2024)

RATIONALE

The candidate **Ana Luísa Marçalo** has a good publication record. In the last five years, her published works have covered the key topics mentioned in the call announcement. She has participated in numerous international scientific meetings, where she has presented numerous oral communications, many of them by invitation. She has coordinated several national scientific projects and participated in several other national and international projects, most of which are related to the scientific field of this call. She has been involved in various dissemination of science actions and outreach activities. Has participated in working groups and international scientific forums on the subject associated with the job profile. Very well-written letter of motivation, fully responding to what was requested in the call for applications.

For these reasons, **Ana Luísa Marçalo was ranked first with 80.45 points.**

The candidate **Mohammadreza Mirzaei** has some experience in fisheries management, but in the last five years the number of publications is very low. Participation in international scientific meetings in the last five years is also insignificant. The list of projects does not contain any information on the funding program or the respective budget. It is also unknown what role the candidate played in these projects. The letter of motivation does not show how the career plans defined by the candidate are aligned with the strategic objectives of CCMAR, nor what specific contributions are made to the development of this research centre.

For these reasons, **Mohammadreza Mirzaei was ranked second with 20.60 points.**



The candidate **Seyed Mohammad Nasja** has no publications in the last five years. Although he has some experience in fisheries management, in recent years he has dedicated his career to other subjects in the field of marine biology. The cover letter is essentially a summary of the CV.

For these reasons, **Seyed Mohammad Nasja was ranked second with 7.00 points.**

Évora, 10th January 2025

P.R. Almeida
(Full Professor)