



Minute nº2

Reference: CCMAR/IACES/17/2024

Assistant Researcher – Conservation of Sensitive Species (M/F)

On the 16th of January two thousand twenty-five, at 16:30 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/IACES/17/2024 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 – Jorge Manuel dos Santos Gonçalves, CCMAR Board of Directors member, CCMAR Researcher, and Professor at the University of Cadiz (regular member);
- 3 – Catarina Maria Batista Vinagre, CCMAR Researcher, Assistant Professor with habilitation at the University of Algarve (regular member);
- 4 – Pedro Raposo de Almeida, Director of MARE and Full professor at the University of Évora (regular member);.....
- 5 – Leonel Paulo Sul Serrano Gordo retired Associate Professor with Habilitation (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:.....

- Dylan Lucero.....
- Seyed Mohammad Sadeghi Nasaj
- Jorge Afonso Martins da Palma.....

The candidate Dylan Lucero was excluded because of not possessing a doctoral degree

The other two candidates were Seyed Mohammad Sadeghi Nasaj and Jorge Afonso Martins da Palma 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, Jorge Afonso Martins da Palma received a unanimous vote. Seyed Mohammad Sadeghi Nasaj was automatically placed in second place. As a result of the voting, the ranking is as follows:

- 1- Jorge Afonso Martins da Palma
- 2- Seyed Mohammad Sadeghi Nasaj

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			Jorge Palma	S. Mohammad Sadeghi Naasaj
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 relevant to the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (55%)	80	25
	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%)	50	10
Curriculum vitae	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	10
	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	0
			Subtotal:	16.15
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	MB) Demonstração de alinhamento com os objetivos e valores do CCMAR, tendo por base a relevância do percurso científico e curricular.	50	10
			Subtotal:	2.00
Curricular and motivational evaluation			Subtotal:	2.00
			Total	18.15

Jorge Palma was placed in first place as the candidate with best overall scientific production and activities in the area, including dissemination and career plan.

Data e Assinatura:



MARPLUS_ Conservation of Sensitive Species


CANDIDATE				Jorge Palma		S. Mohammad Sadeghi Nasaj	
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	95	52,25	40	22,00
		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	90	18,00	40	8,00
		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	95	3,80	25	1,00
		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	80	0,80	5	0,05
			0,80	Subtotal:	74,85	Subtotal:	31,05
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	90	18,00	50	10,00
		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:	18,00	Subtotal:	10,00
Curricular and motivational evaluation				Total	92,85	Total	41,05

The best candidate was Jorge Palma who excelled in all the evaluation criteria, from scientific production to scientific impact in the area required.

In second position comes Mohammad S. Nasaj, who has some experience at international level, even though not focused on the main area of interest.

Data e Assinatura:

16/01/2025



CANDIDATE		Jorge Palma	S. Mohammed Sadeghi Nasaj	
Parameters	%	Evaluation of criteria (0-100 points)	Weighted evaluation	
Curriculum vitae	Criteria			
	%			
Motivation and Capacity for Innovation	CA) Scientific and technological, cultural or artistic production in the last five years.	70	36,50	
	CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	80	16,00	
	CC) Extension and dissemination activities performed in the last five years and considered most relevant by the candidate (4%)	90	3,60	
	CD) Management activities of science, technology and innovation programs, or other activities promoting scientific culture and practices, considered most relevant by the candidate (1%)	90	0,90	
	Subtotal:	0,60	61,00	0,60
	MA) Coherence in the aspiration of motivation for the position and exposition of the relevance of the career path and CV and personal objectives.			
	MB) Demonstration of alignment of the research career and CV with the objectives and values of CCMAR.	0,20	16,00	2,00
	MC) Capacity to present specific contributions for the development of CCMAR demonstrated in the review of the scientific career, CV, career plan and work plan.			
	Subtotal:	0,20	16,00	2,00
	Curricular and motivational evaluation		Total	Total
		16,00	77,00	
		Subtotal:	Subtotal:	
		77,00	2,60	

The candidate Jorge Palma presents an excellent CV, very well aligned with the requirements of this call. His CV is particularly strong on the continuous attraction of funding for scientific research on sensitive species, with a focus on seahorses. In the past 5 years, J. Palma published 15 scientific articles, most of them on the topic of sensitive species conservation. This candidate also presents a continuous activity of dissemination of knowledge to the general public, focusing on the conservation of seahorses. J. Palma demonstrates well how his career plans fit CCMAR's objectives in his letter of motivation. This way, I consider that J. Palma is the best candidate to fill this position.

The candidate S. Mohammed Nasaj presents a CV that is not well aligned with the requirements of this call, given that he does not have experience in the biology and conservation of seahorses. His CV does not present any relevant publication in the past 5 years, and the applied activities presented are not related to the requirements of the present call. He does have some management experience in activities related to marine ecology. The motivation letter and career plan do not explain clearly the relevance of his career path for the position under evaluation, nor do they demonstrate good capacity to present-specific contribution for the development of CCMAR.

Data e Assinatura:

Assinado por : **CATARINA MARIA BATISTA VINAGRE**

Num. de Identificação: 8112069991

Data: 2025.01.16 17:55:31 +0000



CANDIDATE				Jorge Palma		S. Mohammad Sadeghi Nasaj	
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 entitly (55%)	0.55	80	44.00	0	0.00
		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	0	0.00
		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	90	3.60	25	1.00
		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	10	0.10	0	0.00
			0.80	Subtotal:	61.70	Subtotal:	1.00
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	30	6.00
		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	Subtotal:	6.00
Curricular and motivational evaluation				Total	81.70	Total	7.00

Data e Assinatura:

16 de janeiro de 2025





Recruitment for one position for an Assistant Researcher in Conservation of Sensitive Species (Ref.: CCMAR/IACES/17/2024)

RATIONALE

The candidate **Jorge Palma** has a good publication record. In the last five years, his published works have covered the key topics mentioned in the Call Announcement, particularly those related to the biology and conservation of Syngnathidae species.

He has participated in several scientific meetings, working groups, conferences and seminars, where he has presented numerous oral and poster communications. He has coordinated some national scientific projects and participated in several other national and international projects. He has been involved in various dissemination and outreach activities. Very well written letter of motivation, fully addressing the requirements of the call for applications.

For these reasons, **Jorge Palma was ranked first with 81.70 points.**

The candidate, **Seyed Mohammad Nasja**, has no publications in the last five years. Although he has some experience in marine biology, his career has not been focused on the conservation of vulnerable species. The cover letter is essentially a summary of the CV.

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

Évora, 16th January 2025

P.R. Almeida
(Full Professor)

CANDIDATE				Jorge Palma		S. Mohammad Sadeghi Nasaj	
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	95	52.25	5	2.75
		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	95	19.00	30	6.00
		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	85	3.40	0	0.00
		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	80	0.80	0	0.00
			0.80	Subtotal:	75.45	Subtotal:	8.75
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	0	0.00
		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	Subtotal:	0.00
Curricular and motivational evaluation				Total	95.45	Total	8.75

Data e Assinatura 16 de Janeiro de 2025

Assinado por: **Leonel Paulo Sul de Serrano Gordo**
 Num. de Identificação: 04882026
 Data: 2025.01.16 16:59:44+00'00'

Concurso para Investigado Auxiliar na área de Conservação de Espécies Sensíveis

Referência: CCMAR/IACES/17/2024

Justificação da avaliação dada aos candidatos

Campo CA

O candidato Jorge Palma tem número considerável de artigos publicados (43), 40 desde o doutoramento e 15 nos últimos 5 anos, com uma média de 1.8 e 3.0 artigos por ano, respectivamente. De realçar a elevada percentagem de trabalhos em que é 1º autor (40%). Pelo exposto classifiquei o candidato Jorge Palma com 95 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

O candidato Jorge Palma participou em um número muito significativo de projectos (21), sendo 17 nacionais e quatro internacionais. Foi ainda o IP em sete projectos nacionais. Pelo exposto classifiquei o candidato com 95 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

O candidato Jorge Palma orientou (ou co-orientou) 11 teses de mestrado mas nenhuma de doutoramento. Participou ainda em muitas actividades de extensão (media, científicos). Pelo exposto classifiquei o candidato com 85 pontos no campo CC.

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

Campo CD

O candidato Jorge Palma foi júri de um doutoramento e quatro de mestrado. Pelo exposto classifiquei o candidato com 80 pontos no campo CD.

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)

O candidato Jorge Palma adequa-se perfeitamente ao perfil pretendido pelo que lhe dei 100 pontos.

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

Lisboa, 16 de Janeiro de 2025

Leonel Serrano Gordo

Assinado por: **Leonel Paulo Sul de Serrano Gordo**
Num. de Identificação: 04882026
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