

Minute 2

CCMAR/TSI/05/2025

I - Introduction

On the 27 days of February 2025 at 14 hours the jury nominated by the CCMAR board of Directors on 24-01-2025, met, for the meeting 2 of the call Ref. CCMAR/TSI/05/2025. The meeting was held for the award of a position for a Research Technician (Técnico/a Superior de Investigação) (M/F), in the scientific field of Aquaculture to satisfy temporary needs under an uncertain term employment contract in order to support the work carried in the context of the project entitled *FlatFIRST - Microdiets for the First Feeding of Flatfish Larvae: Improving Performance, Survival, and Quality of Larvae and Juveniles*, with reference E!4876 FlatFIRST, No. 17254, Operation No. MPr-2023-4-17254 (COMPETE2030-FEDER-01171000, ALGARVE-FEDER-01171000), supported by the EUROSTARS-3 program and co-financed by the European Union through the Algarve 2030 and COMPETE 2030 Operational Programs, in the framework of Portugal 2030. The nominated jury present at the meeting was composed by Dr. Sofia Engrola, project coordinator at CCMAR, principal investigator, and member of the CCMAR Board of Directors (jury president); Dr. Rita Teodósio, junior researcher at CCMAR (member); Dr. Vincent Laizé, assistant researcher at CCMAR (member), with the following agenda: admission and evaluation of the applications admitted to the position CCMAR/TSI/05/2025.

II - Statement of no conflict of interests

We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, nowhere, with no one, knowing the consequences of a misconduct.

We further declare that we have no direct or indirect financial, economic or personal interest that could compromise our impartiality and autonomy as members of this Jury.

Thus, we declare under word of honour that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement

III – Candidates

The Juri noted that 1 candidate submitted duplicated applications (Brahim Bakrim), and in such cases the last application submitted by the candidate was considered. A total of 54 applications were received for the position of Research Technician. By order of reception:

- Duddela Varaprasad
- João Luís Correia Estêvão
- Adekunle Anthony

- Daniel Afonso Chedas
- Safa murshidha Vs
- João Pedro Alves Ramos
- Maria Inês Nogueira Correia
- Louna Baudrand
- Marlena Penn
- sobhi
- Androniki Ioanna Mainou
- Ana Catarina Teixeira Sousa
- PAVLOS CHRISTODOULOU
- Maria Rita Silva Alexandre
- Beatriz de Oliveira Martins
- Yasmin Emery
- Louise Boudolf
- Nicolás Collazo Jiménez
- Elke Sabine Franke
- Daniela Manrique Castillo
- Ana Sofia Menezes de Sousa
- Ogun Abayomi Oladimeji
- Kankanam Gamaga Srimantha Nirbadha
- Dhaneesh KV
- Ramesh Dharmaraj
- Sabrina EL METENNANI
- Jocelin Ricardo
- Asia
- Jefferson T
- Pedro dos Santos Ferreira Guimarães
- RUTH QUERO CASTRO
- Mandeep kaur
- Maria Inês Alfaiate
- Sana TOUIR
- BRAHIM BAKRIM
- Niki Papageorgiou
- Paulo Alexandre Portela Pereira
- Ahmad Hassan
- Shah Zeb
- JAYALAKSHMI T
- SAMRAT KUMAR NIRALA
- Smilla Liliana Uma Marlene Adler
- Henrique Ribeiro de Sousa
- Sílvia Filipa Vicente Gregório Coelho
- Claire Isabelle Roesch
- Mahmoud Mabrok
- Samyar Ashoori
- Nerea Huertos Soto
- Wazir Ali
- Miguel Guerreiro

- Bariya Sagar Harilal
- Dylan Lucero
- Leonor Batalha Mendes
- Maria De Jesus Rios Sousa

IV – Admission and Evaluation of applications

Five candidates were not admitted to the evaluation phase (**Table 1**) due to failure in meeting one or more requirements stated in the official announcement, as follows:

1. Master's degree in Biology, Biotechnology, Biochemistry, or related fields.
2. Proven experience in a research laboratory.
3. Good knowledge of written and spoken English.

And/or failure in submitting all documents/information required in the official announcement, as follows:

1. Motivation letter in English.
2. Detailed CV in English.
3. Master's degree certificate in the field of Biology, Biotechnology, Biochemistry, or related areas.

Table 1 – List of excluded applications

Name	Reason for non admission
sobhi	NO Master's degree in Biology, Biotechnology, Biochemistry, or related fields.
Elke Sabine Franke	NO Master's degree in Biology, Biotechnology, Biochemistry, or related fields.
Ogun Abayomi Oladimeji	NO Master's degree in Biology, Biotechnology, Biochemistry, or related fields.
BRAHIM BAKRIM	NO Master's degree in Biology, Biotechnology, Biochemistry, or related fields.
Paulo Alexandre Portela Pereira	NO Master's degree in Biology, Biotechnology, Biochemistry, or related fields.

Forty-nine candidates were admitted to the evaluation and ranking phase. The Jury evaluated the application documents of the eligible candidates, and applied the classification criteria and the respective weightings set out in the notice of opening of the call, as shown in Table 2 below:

Table 2 – Table with the evaluation of applications

Name	Criteria 1 (30%)	Criteria 2 (20%)	Criteria 3 (10%)	Criteria 4 (20%)	Criteria 5 (20%)	Total
Duddela Varaprasad	4.3	3.3	10.0	3.3	14.0	6.4
João Luís Correia Estêvão	11.7	15.0	10.8	11.7	14.0	12.7
Adekunle Anthony	5.0	5.0	3.3	6.3	15.3	7.2
Daniel Afonso Chedas	8.3	11.7	8.3	12.5	16.0	11.4
Safa murshidha Vs	5.8	1.7	3.3	5.0	15.6	6.5
João Pedro Alves Ramos	1.5	2.5	3.3	5.8	17.0	5.9
Maria Inês Nogueira Correia	2.5	2.5	4.2	12.5	18.0	7.8
Louna Baudrand	2.5	3.3	4.2	13.3	16.0	7.7
Marlena Penn	10.0	10.0	10.0	14.2	16.0	12.0
Androniki Ioanna Mainou	2.5	7.5	4.2	13.3	16.0	8.5
Ana Catarina Teixeira Sousa	2.5	4.2	4.2	13.3	17.0	8.1
PAVLOS CHRISTODOULOU	0.0	0.0	2.5	13.3	16.0	6.1
Maria Rita Silva Alexandre	0.0	0.0	4.2	14.2	16.0	6.5
Beatriz de Oliveira Martins	5.0	13.3	13.3	14.2	17.0	11.7
Yasmin Emery	11.7	5.0	10.0	5.0	16.0	9.7
Louise Boudolf	8.3	5.0	8.3	15.0	18.0	10.9
Nicolás Collazo Jiménez	0.8	0.0	7.5	10.8	17.2	6.6
Daniela Manrique Castillo	0.0	3.3	6.7	15.0	16.0	7.5
Ana Sofia Menezes de Sousa	2.5	4.2	5.0	15.0	18.0	8.7
Kankanam Gamaga Srimantha Nirbadha	12.5	1.7	8.3	13.3	14.0	10.4
Dhaneesh KV	5.0	5.0	10.0	14.2	14.0	9.1
Ramesh Dharmaraj	11.7	5.8	10.0	14.2	14.0	11.3
Sabrina EL METENNANI	0.0	7.5	6.7	11.7	17.0	7.9
Jocelin Ricardo	4.2	6.7	6.7	13.3	14.0	8.7
Asia	2.5	2.5	5.0	12.5	19.6	8.2
Jefferson T	1.7	2.5	5.0	12.5	14.0	6.8
Pedro dos Santos Ferreira Guimarães	4.3	4.3	6.7	15.0	18.0	9.4
RUTH QUERO CASTRO	0.8	0.8	5.0	11.7	14.0	6.1
Mandeep kaur	11.7	8.3	5.0	12.5	14.0	11.0
Maria Inês Alfaiate	9.2	8.3	10.8	15.0	18.0	12.1
Sana TOUIR	5.0	1.7	5.0	11.7	14.0	7.5
Niki Papageorgiou	13.3	6.7	10.0	14.2	16.8	12.5
Ahmad Hassan	7.5	10.0	10.0	14.2	17.7	11.6
Shah Zeb	11.7	8.3	9.2	14.2	15.0	11.9
JAYALAKSHMI T	8.3	0.8	9.2	12.5	18.0	9.7
Smilla Liliana Uma Marlene Adler	3.3	3.3	6.7	15.0	16.0	8.5
SAMRAT KUMAR NIRALA	8.3	4.2	5.8	14.2	17.4	10.2
Henrique Ribeiro de Sousa	13.3	9.2	10.0	13.3	17.0	12.9

Sílvia Filipa Vicente Gregório Coelho	16.7	18.3	14.2	16.0	13.0	15.9
Claire Isabelle Roesch	2.5	0.0	6.7	13.3	16.0	7.3
Mahmoud Mabrok	9.2	13.3	12.5	11.5	16.0	12.2
Samyar Ashoori	14.2	2.5	12.5	15.0	17.0	12.4
Nerea Huertos Soto	5.0	2.5	10.8	13.3	14.0	8.6
Wazir Ali	12.5	0.0	11.7	15.0	14.0	10.7
Miguel Guerreiro	7.5	4.2	13.3	12.5	17.0	10.3
Bariya Sagar Harilal	5.8	3.3	9.2	15.0	14.0	9.1
Dylan Lucero	0.0	0.0	5.0	15.0	14.0	6.3
Leonor Batalha Mendes	1.7	2.5	5.0	15.0	18.0	8.1
Maria De Jesus Rios Sousa	4.2	2.5	7.5	15.0	17.0	8.9

Criteria:

1. Proven experience in biochemical analyses on animal or plant tissue samples – 30%
2. Proven experience in molecular biology techniques for nucleic acid extraction and amplification – 20%
3. Knowledge of informatics and statistical analysis – 10%
4. English proficiency assessed through the structure and content of the motivation letter (the motivation letter must be written in English) – 20%
5. Applicant's merit (final Master's degree grade) – 20%

Table 3 – Ordered classification table - Ref. CCMAR/TSI/05/2025 indicating the final score and ranking of candidates admitted to the call.

Name	Final score	Ranking
Sílvia Filipa Vicente Gregório Coelho	15.9	1st
Henrique Ribeiro de Sousa	12.9	2nd
João Luís Correia Estêvão	12.7	3rd
Niki Papageorgiou	12.5	4th
Samyar Ashoori	12.4	5th
Mahmoud Mabrok	12.2	6th
Maria Inês Alfaiate	12.1	7th
Marlena Penn	12.0	8th
Shah Zeb	11.9	9th
Beatriz de Oliveira Martins	11.7	10th
Ahmad Hassan	11.6	11th
Daniel Afonso Chedas	11.4	12th
Ramesh Dharmaraj	11.3	13th
Mandeep kaur	11.0	14th
Louise Boudolf	10.9	15th
Wazir Ali	10.7	16th

Kankanam Gamaga Srimantha Nirbadha	10.4	17th
Miguel Guerreiro	10.3	18th
SAMRAT KUMAR NIRALA	10.2	19th
Yasmin Emery	9.7	20th
JAYALAKSHMI T	9.7	20th
Pedro dos Santos Ferreira Guimarães	9.4	21st
Dhaneesh KV	9.1	22nd
Bariya Sagar Harilal	9.1	22nd
Maria De Jesus Rios Sousa	8.9	23rd
Jocelin Ricardo	8.7	24th
Ana Sofia Menezes de Sousa	8.7	24th
Nerea Huertos Soto	8.6	25th
Androniki Ioanna Mainou	8.5	26th
Smilla Liliana Uma Marlene Adler	8.5	26th
Asia	8.2	27th
Leonor Batalha Mendes	8.1	28th
Ana Catarina Teixeira Sousa	8.1	28th
Sabrina EL METENNANI	7.9	29th
Maria Inês Nogueira Correia	7.8	30th
Louna Baudrand	7.7	31st
Daniela Manrique Castillo	7.5	32nd
Sana TOUIR	7.5	32nd
Claire Isabelle Roesch	7.3	33rd
Adekunle Anthony	7.2	34th
Jefferson T	6.8	35th
Nicolás Collazo Jiménez	6.6	36th
Safa murshidha Vs	6.5	37th
Maria Rita Silva Alexandre	6.5	37th
Duddela Varaprasad	6.4	38th
Dylan Lucero	6.3	39th
PAVLOS CHRISTODOULOU	6.1	40th
RUTH QUERO CASTRO	6.1	40th
João Pedro Alves Ramos	5.9	41st

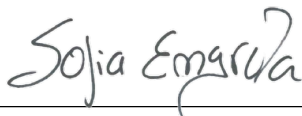
V - Conclusion

The position will be awarded to the best ranked candidate. The candidate **Sílvia Filipa Vicente Gregório Coelho** had the highest classification 15.9 points (out of a total of 20) (**Table 3**).

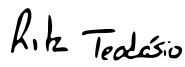
Considering the elements presented, the candidate **Sílvia Filipa Vicente Gregório Coelho** gathers conditions for the purposes of eventual selection, so the jury proposes the ratification of this decision to the CCMAR Board.

The Jury will proceed to the right of prior hearing of all the candidates, setting a deadline of 10 working days to claim what they consider to be convenient, whether in relation to scientific or procedural matters.

With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 7 pages, which after being read and approved were signed by the members of the jury.



Dr. Sofia Engrola



Dr. Rita Teodósio



Dr. Vincent Laizé