

**Minute 3**  
CCMAR/TSI/05/2025



**I - Introduction**

On the 18 day of March, 2025 at 9 hours the jury nominated by the CCMAR board of Directors on 24-01-2025, met, for the meeting 3 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 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: decision after the withdrawal of the provisionally ranked first candidate during the prior hearing period.

**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 – Decision after the Communication of the Provisional Results**

The provisional results were communicated to all candidates on 03/03/2025. The candidate ranked in first place, Sílvia Filipa Vicente Gregório Coelho, sent an email on 03/03/2025 informing that she would not accept the position. The jury unanimously decided to award the position to the candidate ranked second (in accordance with table 3 - the ordered classification table, in minute 2), Henrique Ribeiro de Sousa. No further claims or notifications were received.

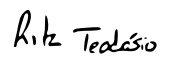
### III – Conclusion


After the end of the prior hearing period and the refusal of the position by the candidate ranked first, Sílvia Filipa Vicente Gregório Coelho, the jury unanimously decided to award the position to the candidate ranked second, Henrique Ribeiro de Sousa.

Considering the presented elements, the candidate Henrique Ribeiro de Sousa, with 12.9 final score, meets the necessary conditions for potential selection. Therefore, the jury proposes the ratification of this decision by the CCMAR Board.

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

  
Sofia Engrola

  
Rita Teodósio

  
Vincent Laizé