

Minute 2

I - Introduction

On the 11th day of June of two thousand and twenty-five, at 17 hours the jury nominated by the CCMAR board of Directors on 26/03/2025, met by video conference, for the second meeting of the call Ref. CCMAR/BINGAM/05/2025. The meeting was for the hiring of a Research Fellowship for a person with a Master Degree (Bolsa de Investigação não conducente à obtenção de grau académico para mestre), for applicants of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of **Biology and Bioimaging** within the research project: **EMBRC- JDAAtlas - “3D Multimodal Atlas: Sea Life from Micro to Macro”** funded by the EMBRC – European Marine Biological Resource Centre, through Joint Development Activity Program. The nominated jury was composed by Doctor Teresa Correia, Project coordinator, Researcher and CCMAR member (President of the jury); Professor Deborah Power, Professor at UALG’s, Researcher and CCMAR member (Member of jury) and Professor João Cardoso, Professor at UALG’s, Researcher and CCMAR member (Member of jury) and had the following agenda items: the definition of the requirements, selection criteria and elaboration of the announcement of the present call.

II - Statement of no conflict of interests

We, the members of this jury, 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 honor that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

III – Candidates

Seventeen applications were received:

- 1 Marlena Mordec
- 2 Nwabisa Malongweni
- 3 Muhammad Hashim
- 4 Apurva Srivastava
- 5 Mar Silvia Garcia Ferres
- 6 Oleg Artemchuk
- 7 Ana Joya
- 8 Nayana thozhuvanoor mana
- 9 Maria João Marques Mendes
- 10 Sandra Raquel de Melo Vieira Martins Rebocho

- 11 Kheira Moufida Mouffok
- 12 Aniko Kelemen
- 13 ESMAIL AWDAL
- 14 Pietro Galligani
- 15 Karla Nuic
- 16 Sergei Danchenko
- 17 Catarina Santos Nogueira Gomes

IV - Exclusion of applications

The jury analysed the applications and **1 candidate (Table 1)** was excluded to the evaluation phase due to failure to meet one or more requirements stated in the official announcement, as follows:

1. Muhammad Hashim

Table 1. Candidates excluded of the evaluation and ranking phase.

Name	Reason for exclusion
Muhammad Hashim	Did not provide motivation letter

The remaining **16 applicants** were admitted for evaluation and ranking (Table 2).

Table 2. Candidates admitted and proposed for the evaluation and ranking phase.

Marlena Mordec
Nwabisa Malongweni
Apurva Srivastava
Mar Silvia Garcia Ferres
Oleg Artemchuk
Ana Joya
Nayana thozhuvanoor mana
Maria João Marques Mendes
Sandra Raquel de Melo Vieira Martins Rebocho
Kheira Moufida Mouffok
Aniko Kelemen
ESMAIL AWDAL
Pietro Galligani
Karla Nuic

Sergei Danchenko
Catarina Santos Nogueira Gomes

V - Evaluation of applications

The Jury evaluated the application documents of the eligible candidates (**Table 2**) and applied the classification criteria and weighting factors set out in the vacancy announcement as shown in **Table 3** below:

Table 3. Table with the evaluation of applications.

Candidate	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Final Classification
Marlena Mordec	0	0	1	8	1
Nwabisa Malongweni	1	1	0	5	1
Apurva Srivastava	0	0	1	2	1
Mar Silvia Garcia Ferres	15	9	14	10	12
Oleg Artemchuk	0	0	0	12	2
Ana Joya	15	11	15	20	15
Nayana thozhuvanoor mana	3	3	3	4	3
Maria João Marques Mendes	4	3	6	7	5
Sandra Raquel de Melo Vieira Martins Rebocho	15	8	9	20	13
Kheira Moufida Mouffok	2	2	3	7	3
Aniko Kelemen	4	5	7	4	5
ESMAIL AWDAL	1	0	0	7	1
Pietro Galligani	4	0	0	5	2
Karla Nuic	2	2	10	4	4
Sergei Danchenko	6	6	8	16	8
Catarina Santos Nogueira Gomes	6	7	7	3	6

Evaluation criteria and respective weighting:

1. Proven hands-on experience in sample preparation for fluorescence microscopy, including tissue clearing and immunofluorescence labelling (35%)
2. Proven working experience in advanced fluorescence microscopy, including LSFM (30%)
3. Demonstrated experience with image processing and analysis software (20%)
4. Academic path and merit, including published peer-review papers and conference proceedings using advanced microscopy techniques as first author, presentations at international conferences and participation in outreach activities (15%)

Note: The final grades in table 3 represent the average of the individual evaluation performed by each member of the jury, presented on a scale from **0** to **20**, rounded to the nearest tenth.

Table 4. Overall classification and ranking of the admitted applicants of call CCMAR/BINCGAM/05/2025, indicating the final score.

Candidates	Final Classification	Ranking
Ana Joya	15	1st
Sandra Raquel de Melo Vieira Martins Rebocho	13	2nd
Mar Silvia Garcia Ferres	12	3rd
Sergei Danchenko	8	4th
Catarina Santos Nogueira Gomes	6	5th
Maria João Marques Mendes	5	6th Ex aequo
Aniko Kelemen	5	6th Ex aequo
Karla Nuic	4	7th Ex aequo
Nayana thozhuvanoor mana	3	8th Ex aequo
Kheira Moufida Mouffok	3	8th Ex aequo
Pietro Galligani	2	9th Ex aequo
Oleg Artemchuk	2	9th Ex aequo
Apurva Srivastava	1	10th Ex aequo
Nwabisa Malongweni	1	10th Ex aequo
Marlena Mordec	1	10th Ex aequo
ESMAIL AWDAL	1	10th Ex aequo

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate Ana Joya had the highest classification (**Table 4**) and based on the elements presented in the application, candidate **Ana Joya** meets the 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, setting a deadline of 10 working days and gives candidates the right of recourse of the announced decision, 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 2 pages, which after being read and approved were signed by the members of the jury.

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