

Minute 2

I - Introduction

On the 27th day of May of two thousand and twenty-five, at 14 hours the jury nominated by the CCMAR board of Directors on 08/05/2025, met by video conference, for the second meeting of the call Ref. CCMAR/BINGAM/07/2025. 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 **Plant Biotechnology** within the research project: **WeTreat**: “*Optimising wetland-based solutions for improved micropollutant treatment efficiency from wastewater treatment plant (WWTP) effluent*”. The nominated jury was composed by Professor Maria João Rodrigues, Professor at the Algarve University, researcher at CCMAR and coordinator of the project (President); Doctor Luísa Custódio, Group leader at CCMAR (member); Professor André Lopes, Professor at the University of Algarve (Member) and had the following agenda items: admission and evaluation of the applications admitted for the fellowship CCMAR/BINGAM/07/2025.

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

Four applications were received:

- 1 Eliana Fernandes Domingues e Domingues
- 2 Nazim Kuku
- 3 Kankanam Gamage Srimantha Nirbadha
- 4 Kheira Moufida Mouffok
- 5 Hanne Hoornaert

IV - Exclusion of applications

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

1. Experience in micropropagation of salt-tolerant plants
2. Experience in the metabolomic, biochemical and physiological analyses of salt-tolerant plants
3. Experience in micropollutant accumulation studies

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

Name	Reason for exclusion
Nazim Kuku	Does not have experience in metabolomic, biochemical and physiological analyses of salt-tolerant plants, and in micropollutant accumulation studies.
Kankanam Gamage Srimantha Nirbadha	Does not have experience in micropropagation of salt-tolerant plants, in metabolomic, biochemical and physiological analyses of salt-tolerant plants, and in micropollutant accumulation studies.
Kheira Moufida Mouffok	Does not have experience in micropropagation of salt-tolerant plants, in metabolomic, biochemical and physiological analyses of salt-tolerant plants, and in micropollutant accumulation studies.

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

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

Eliana Fernandes Domingues e Domingues
Hanne Hoornaert

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	Final Classification
Eliana Fernandes Domingues e Domingues	17	18	18	17.7
Hanne Hoornaert	12	16	12	13.4

Evaluation criteria and respective weighting:

1. Experience in the micropropagation of salt-tolerant plants (35%);
2. Experience in the metabolomic, biochemical and physiological analyses of salt-tolerant plants (35%);
3. Experience in micropollutant accumulation studies (30%);

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/07/2025, indicating the final score.

Candidates	Final Classification	Ranking
Eliana Fernandes Domingues e Domingues	17.7	1
Hanne Hoornaert	13.4	2

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate Eliana Fernandes Domingues e Domingues had the highest classification (**Table 4**) and based on the elements presented in the application, candidate **Eliana Fernandes Domingues e Domingues** 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 3 pages, which after being read and approved were signed by the members of the jury.

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Professor André Lopes