

**Minute nº2**

**Reference: CCMAR/IABEBE/02/2025**

**Assistant Researcher – Biodiversity, Biogeographical Ecology and Evolution (M/F)**

On the 3rd of February two thousand twenty-five, at 15:00 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/IABEBE/02/2025 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 – Maria Ester Tavares Álvares Serrão, Professor at the University of Algarve and Researcher at CCMAR (regular member); .....
- 3 – Catarina Maria Batista Vinagre, CCMAR Researcher, Assistant Professor with Habilitation at the University of Algarve (regular member); .....
- 4 – Inka Bartsch, Senior Scientist at Alfred Wegner Institute (regular member); .....
- 5 – Olivier De Clerck, Professor at Gent University (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:.....

João Miranda Neiva .....

The candidate was 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. As only one candidate was admitted, was the one selected for the position as follows:.....

- 1- João Miranda Neiva .....

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			João Neiva	
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation
Curriculum vitae		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%)	80	44.00
	0.80	CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%) 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%) 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%)	80	16.00
Motivation and Capacity for Innovation			40	1.60
	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals. MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path. MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.	0	0.00
			<b>Subtotal:</b>	<b>61.60</b>
<b>Curricular and motivational evaluation</b>			<b>Subtotal:</b>	<b>12.00</b>
			<b>Total</b>	<b>73.60</b>

The only candidate has an excellent publication record and experience in running projects and proposed an excellent workplan

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CANDIDATE			João Nelva		
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighted 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	85	46.75
		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	75	15.00
		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. (25%)	0.04	60	2.40
		CD) Management activities of science, technology, and innovation programs, or experience in creating, monitoring, and evaluating the scientific and technological system of higher education in Portugal or abroad. (14%)	0.01	80	0.80
			<b>0.80</b>	<b>Subtotal:</b>	<b>64.95</b>
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals;	0.20	80	16.00
		MB) Demonstration of alignment with the goals and values of CCIMAR, based on the relevance of the scientific and curricular path. MC) Ability to present specific contributions to the development of CCIMAR based on the relevance of the scientific and curricular path, career plan, and work plan.			
			<b>0.20</b>	<b>Subtotal:</b>	<b>16.00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>80.95</b>

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*Esther Sáez*

CANDIDATE				João Neiva	
Parameters	%	Criteria	%	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	90	49.50
		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
		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
		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
			<b>0.80</b>	<b>Subtotal:</b>	<b>71.90</b>
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals;	0.20	90	18.00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path;			
		MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.			
			<b>0.20</b>	<b>Subtotal:</b>	<b>18.00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>89.90</b>

The candidate João Neiva presents extensive experience in the domains of the call. He has published numerous articles as first and last author, has experience in supervising master thesis, and presents a motivation letter and career plan fully aligned with CCMAR's values and aims, thus, in my opinion, he is well qualified to fill this position.

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Assinado por: **CATARINA MARIA BATISTA VINAGRE**  
 Num. de Identificação: 11206999  
 Data: 2025.02.03 15:58:21+00'00'



CANDIDATE			João Neiva	
Parameters	%	Criteria	Evaluation of criterion (0-100 points)	Weighted 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%)	95	52,25
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful. (20%)	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%)	50	2,00
		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%)	30	0,30
		<b>Subtotal:</b>	<b>0,80</b>	<b>60,55</b>
Motivation and Capacity for Innovation	0,20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals;	95	19,00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path;		
		MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.		
<b>Curricular and motivational evaluation</b>			<b>0,20</b>	<b>19,00</b>
<b>Total</b>			<b>79,55</b>	

Dr. Neiva is the only candidate for this position. His track record and his career path is excellent, and his motivation letter convincingly addresses the questions. He will definitely be highly able to fill the requests of the position. His scientific output is very high, but his h-value profits from many co-authorships with high ranking publications where he is not first or last author. Thus I did not weigh CA with 100.

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03.02.2025



digitally signed by Inka Bartsch on 3.2.2025

CANDIDATE			João Nelva	
Parameters	%	Criteria	Evaluation of criterion (0-100 points)	Weighted evaluation
Curriculum vitae		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%).	85	46.75
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%).	75	15.00
	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%).	85	3.40
		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%).	70	0.70
			<b>0.80 Subtotal:</b>	<b>65.85</b>
Motivation and Capacity for Innovation		MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals.		
	0.20	MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path.	95	19.00
		MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.		
			<b>0.20 Subtotal:</b>	<b>19.00</b>
<b>Curricular and motivational evaluation</b>			<b>Total</b>	<b>84.85</b>

The candidate has an excellent CV that matches the profile very well. I fully recommend the candidate for the position.

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