

Minute 2

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I - Introduction

On the 24 th day of June of two thousand and twenty-five, at 10.30 hours the jury nominated by the CCMAR board of Directors on 22/05/2025 met by video conference, for the second meeting of the call Ref. CCMAR/BINCGAM/09/2025. 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 **Biological Sciences** within the research project number **541666287** - named as **HealthyBi4Namibe**: “Development of technological tools to improve and reduce health risks for bivalve consumption in Angola” funded by the Aga Khan, Network for Development and the Portuguese Foundation for Science and Technology, I.P/MCTES. The jury present at the meeting was composed by Professor João Cardoso, Professor at the Algarve University, researcher at CCMAR and coordinator of the project (President of the jury); Professor Deborah Power, Full Professor at Algarve University and group leader at CCMAR (member of the jury) and Professor Adelino Canário, President of the CCMAR Board of Directors and Full Professor at the University of Algarve (member of the jury) and had the following agenda items: admission and evaluation of the applications admitted for the fellowship CCMAR/BINCGAM/09/2025.

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

Eleven (11) applications were received:

- 1 Adrian Ventura Burgos
- 2 AHMED EL-SAYED NASSAR
- 3 Anisha Ganguly
- 4 Kheira Moufida Mouffok
- 5 Nazim Kuku
- 6 Suleiman Uba MUHAMMAD
- 7 Tutul Kumar SAHA
- 8 Hanne Hoornaert
- 9 Ken Jeremy Tan Cudia

10 Romio Júnior Silva Pinto

11 Sergei Danchenko

IV - Exclusion of applications

The jury analysed the applications, and **3 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. Master's degree in Biotechnology, Marine Biology or related fields;

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

Name	Reason for exclusion
Adrian Ventura Burgos	Final classification not provided
Suleiman Uba MUHAMMAD	Not concluded
Tutul Kumar SAHA	Not concluded

The remaining **8 (eight) applicants** were admitted for evaluation and ranking (Table 2).

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

AHMED EL-SAYED NASSAR
Anisha Ganguly
Kheira Moufida Mouffok
Nazim Kuku
Hanne Hoornaert
Ken Jeremy Tan Cudia
Romio Júnior Silva Pinto
Sergei Danchenko

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
AHMED EL-SAYED NASSAR	6,16	3,5	2,25	2	13,91
Anisha Ganguly	6,02	3,25	1,5	2,75	13,52
Kheira Moufida Mouffok	5,95	2,75	1,5	3,5	13,7
Nazim Kuku	5,95	4	1	4	14,95
Hanne Hoornaert	5,25	5,5	2	4	16,75
Ken Jeremy Tan Cudia	5,95	3,5	2	4	15,45
Romio Júnior Silva Pinto	5,95	2,25	0	3,75	11,95
Sergei Danchenko	6,09	2	0,25	4	12,34

Evaluation criteria and respective weighting:

1. Master's degree grade (35%);
2. Proven experience in molecular biology techniques for nucleic acid analysis, extraction, and amplification on marine environmental samples (35%);
3. Proven experience in the usage of bioinformatic tools and analysis of transcriptomes and metagenomes – 15 %;
4. Previous work experience in a scientific research laboratory – 20 %;

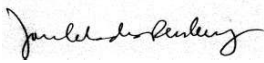
Note: The final grades in table 3 represent the average of the individual evaluation performed by each member of the jury, presented on a scale from **0** to **20**, rounded to the nearest tenth.

Table 4. Overall classification and ranking of the admitted applicants of call CCMAR/BINCGAM/09/2025, indicating the final score.

Candidates	Final Classification	Ranking
AHMED EL-SAYED NASSAR	13,9	4
Anisha Ganguly	13,5	6
Kheira Moufida Mouffok	13,7	5
Nazim Kuku	15,0	3
Hanne Hoornaert	16,8	1
Ken Jeremy Tan Cudia	15,5	2
Romio Júnior Silva Pinto	12,0	8
Sergei Danchenko	12,3	7

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate **Hanne Hoornaert** obtained a final classification of **16,8** values (**Table 4**) and based on the elements presented in the application, 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.



Professor João Cardoso



Professor Deborah Power



Professor Adelino Canário