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Minute 2

I - Introduction

On the First day of July of two thousand and twenty-five, at 15 hours the jury nominated by the CCMAR board of Directors on 07/05/2025, met in room 2.76 of Building 7, for the second meeting of the call Ref. CCMAR/BINGAM/06/2025. 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 **Aquaculture** within the research project number **CDKL5-22-103-02** - named as **CDKL5-2** : *"Rescuing functional defects in a zebrafish model of CDKL5 deficiency: Contribution to the identification of therapeutic targets"* funded by The Orphan Disease Center – University of Pennsylvania. The jury present at the meeting was composed by Professor Leonor Cancela, Full Professor at the University of Algarve, Group Leader and Project Coordinator at CCMAR (President of jury); Professor Paulo Gavaia, Invited Assistant Professor at the University of Algarve, Group Leader and Principal Investigator at CCMAR (Member) and Professor Márcio Simão, Invited Assistant Professor at the University of Algarve and Researcher at CCMAR (Member) and had the following agenda items: admission and evaluation of the applications admitted for the fellowship CCMAR/BINGAM/06/2025.

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

Six applications were received:

- 1 Harriet Nketiah Birikorang
- 2 Kheira Moufida Mouffok
- 3 Juncal Palomo
- 4 Valentina Bosqueiro Martin
- 5 Chloe Anne Joseph
- 6 Bruno Miguel Santos Ferreira

IV - Exclusion of applications

The jury analysed the applications, and 5 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 Aquaculture with knowledge on zebrafish maintenance and reproduction.

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

| Name | Reason for exclusion |
|-----------------------------------|--|
| Harriet Nketiah Birikorang | The candidate Harriet Nketiah Birikorang does not have experience on zebrafish maintenance and reproduction |
| Kheira Moufida Mouffok | The candidate Kheira Moufida Mouffok does not have experience on zebrafish maintenance and reproduction |
| Juncal Palomo | The candidate Juncal Palomo does not have a Master's degree |
| Valentina Bosqueiro Martin | The candidate Valentina Bosqueiro Martin does not have a Master's degree |
| Chloe Anne Joseph | The candidate Chloe Anne Joseph does not have a Master's degree |

The remaining **1 applicant** was admitted for evaluation and ranking (Table 2).

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

| |
|------------------------------|
| Bruno Miguel Santos Ferreira |
|------------------------------|

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 |
|------------------------------|-------------|-------------|-------------|----------------------|
| Bruno Miguel Santos Ferreira | 80 | 100 | 60 | 82 |

Evaluation criteria and respective weighting:

1. Evaluation of the Curriculum (30%)
2. Practical knowledge on maintenance of zebrafish in bioterium (40%)
3. Interview (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/BINGAM/06/2025, indicating the final score.

| Candidates | Final Classification | Ranking |
|------------------------------|----------------------|---------|
| Bruno Miguel Santos Ferreira | 82 | 1 |
| | | |

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate Bruno Miguel Santos Ferreira had the highest classification (**Table 4**) and based on the elements presented in the application, candidate Bruno Miguel Santos Ferreira 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.



Professor Leonor Cancela



Professor Paulo Gavaia



Professor Márcio Simão