

*Sofia Emargada* *Flora Fernandes*

**Minute nº2**

**Reference: CCMAR/IABM/01/2025**

**Assistant Researcher – Medical Biotechnology (M/F)**

On the 10<sup>th</sup> of February two thousand twenty-five, at 13:30 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/IABM/01/2025 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 – Deborah Mary Power, Professor at the University of Algarve and Researcher at CCMAR (regular member)
  - 3 – Dina Cristina Fernandes Rodrigues da Costa Simes, Associate Professor at the University of Algarve and researcher at CCMAR (regular member);.....
  - 4 – Maria Gabriela Machado de Almeida, Associate Professor of Egas Moniz Cooperativa de Ensino Superior CRL (regular member) .....
  - 5- Ana Maria de Jesus Bispo Varela Coelho, Assistant Researcher of Instituto de Tecnologia Química e Biológica António Xavier of the New University of Lisbon (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:.....

Carla Alexandra São Bento Viegas.....

Taravat Talebi .....

The candidates Carla Alexandra São Bento Viegas and Taravat Talebi were unanimously admitted .....

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. This was followed by voting of the candidate for each position according to the scores of each panel member, starting with the first, followed by the second until all the candidates had been ordered. For the first place, Carla Alexandra São Bento Viegas received a unanimous vote.

Taravat Talebi was automatically placed in second place. As a result of the voting, the ranking is as follows:

1. Carla Alexandra São Bento Viegas.....

2. Taravat Talebi.....

The documents supporting the selection panel members' scoring of the candidate 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, a candidate has 10 working days from the date of notification by email to contest the preliminary decision. ....

Moreover, if the candidate does not raise any objection within the legal period, the decision will become final without further formalities. ....

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. ....

Assinado por: **Adelino Vicente Mendonça Canário**  
Num. de Identificação: 05011931  
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Adelino V. M. Canário  
(President of the Selection Panel)

CANDIDATE				Carla Alexandra Bento Viegas	Taravat Talebi
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 (35%)	0.55	70	38.50
		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	60	12.00
Motivation and Capacity for Innovation	0.20	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%)	0.04	60	2.40
		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%)	0.01	0	0.00
				<b>Subtotal:</b>	<b>52.90</b>
				<b>Subtotal:</b>	<b>18.90</b>
				<b>Subtotal:</b>	<b>4.00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>64.90</b>
				<b>Subtotal:</b>	<b>4.00</b>
				<b>Total</b>	<b>22.90</b>

The candidate, Carla Alexandra São Bento Viegas, has a superior publication record, coordination of research projects, outreach and work plan. The second candidate fits marginally in the subject of the position and has less publications and no project coordination

Data e Assinatura:

Assinado por: **Adelino Vicente Mendonça Canário**  
 Num. de identificação: 05011931  
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**Biociologia Médica**

CANDIDATE		Carla Alexandra Bento Viegas	Taravat Talebi
Parameters	%	Evaluation of criterion (0-100 points)	Weighted evaluation
Curriculum Vitae	Criteria	75	41.25
	%	0.55	24.75
Motivation and Capacity for Innovation	0.80	85	17.00
	0.20	90	3.60
<b>Subtotal:</b>		<b>62.05</b>	<b>29.75</b>
<b>Curricular and motivational evaluation</b>		<b>Subtotal:</b>	<b>Subtotal:</b>
		<b>Total</b>	<b>Total</b>
		<b>14.00</b>	<b>6.00</b>
		<b>76.05</b>	<b>35.75</b>

Based on the application of the criteria to the two candidates it is clear that Carla Viegas has a career track and scientific outputs that are aligned with the requirements of the job advert. Carla Viegas presents a higher productivity in original scientific articles, practice-based research and has been very active in extension and dissemination activities compared to the candidate Taravat Talebi. In relation to the motivation letter, Carla Viegas clearly demonstrates how her career track aligns with the goals and values of CCMAR and the relevance and contribution she has made, which is not the case of the candidate Taravat Talebi who fails to identify contributions in a number of the criteria required. Finally the career plan and contribution foreseen by Carla Viegas to the mission of CCMAR are well identified and highly relevant and further demonstrate the unique contribution she can make to reinforce the activities and reputation of CCMAR. I could not identify a clear career plan aligned with the mission of CCMAR in the application of Taravat Talebi. Based on the above considerations I ranked Carla Viegas in the first position.

Data e Assinatura:

*Deborah Mary Power*

Deborah Mary Power  
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CANDIDATE				Carla Alexandra Bento Viegas		Taravat Talebi		
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighted evaluation	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	90	49,50	10	5,50	
		(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	85	17,00	10	2,00	
Motivation and Capacity for Innovation	0,20	(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%)	0,04	95	3,80	5	0,20	
		(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	5	0,05	
				<b>Subtotal:</b>	<b>71,10</b>	<b>Subtotal:</b>	<b>7,75</b>	
				<b>0,80</b>				
				(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:	0,20	90	18,00	
				(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.			1,00	
				<b>0,20</b>	<b>Subtotal:</b>	<b>18,00</b>	<b>Subtotal:</b>	<b>1,00</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>89,10</b>	<b>Total</b>	<b>8,75</b>	

In my evaluation of the candidates for the Assistant Researcher Position, I considered the criteria defined in the CCMAR/IABM/01/2025 call and the documentation presented by the candidates. I considered the candidates' most recent performance, their curriculum vitae, motivation and capacity most relevant to the functions they will perform as an Assistant Researcher in Medical Biotechnology. I voted first for candidate Carla Alexandra São Bento Viegas because I believe she has the best scientific curriculum and presents in her motivation letter alignment with the objectives of the scientific area and position. It is clearly distinguished by the number and quality of publications in the competition area, research activities in the last five years, the extension and dissemination activities as well as management activities in science. I voted second for candidate Taravat Talebi because I consider that in all evaluation points she has a much lower performance.

Data e Assinatura:

Assinado por: **Dina Cristina Fernandes Rodrigues**

da Costa Simes

Num. de Identificação: 07785296

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CANDIDATE				Carla Alexandora Bento Viegas		Taravat Talebi	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation
Curriculum vitae	0,80	(A) 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	75	41,25	25	13,75
		(B) 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	20	4,00
		(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	0	0,00	0	0,00
		(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%)	0,01	0	0,00	0	0,00
				<b>0,80</b>	<b>Subtotal:</b>	<b>59,25</b>	<b>Subtotal:</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.					
		(MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path.	0,20	90	18,00	0	0,00
		(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</b>	<b>Subtotal:</b>	<b>18,00</b>	<b>Subtotal:</b>
<b>Curricular and motivational evaluation</b>				<b>Total</b>	<b>77,25</b>	<b>Total</b>	<b>17,75</b>

A candidata Carla Viegas apresenta um currículo científico referente aos últimos 5 anos e um projecto de trabalho futuro claramente alinhados com CCMAR, tal como exigido no edital do concurso. A candidata Taravat Talebi não tem experiência na área científica indicada no edital do concurso, apresenta uma produção científica genericamente fraca ao longo dos últimos 5 anos, e não apresenta um plano de trabalhos alinhado com o centro de investigação CCMAR.

Data e Assinatura:

Assinado por: **MARIA GABRIELA MACHADO DE ALMEIDA**

Num. de identificação: 08207510

Data: 2025.02.10 14:01:57 +0000



CANDIDATE			Carla Alexandra Bento Viegas		Taravat Talebi	
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation	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 (35%)	95	52,25	30	16,50
	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%)	95	19,00	40	8,00
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. 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.	90	3,60	10	0,40
			60	0,60	10	0,10
			<b>Subtotal:</b>	<b>75,45</b>	<b>Subtotal:</b>	<b>25,00</b>
<b>Curricular and motivational evaluation</b>			<b>Subtotal:</b>	<b>18,00</b>	<b>Subtotal:</b>	<b>2,00</b>
			<b>Total</b>	<b>93,45</b>	<b>Total</b>	<b>27,00</b>

A temática de investigação desenvolvida pela candidata Carla Viegas (CV) está completamente alinhada com o estabelecido no edital. Tal não é o caso da candidata Taravat Talebi (TT). A produção científica, o envolvimento em projectos e a capacidade para atrair financiamento de CV é mais forte. O curriculum de TT é omissivo na descrição de actividades de extensão, disseminação e gestão. Nestes aspectos a candidata CV demonstrou um maior envolvimento e apresentou um plano de trabalho com elevado alinhamento com os objectivos do CCMAR. Pelo contrário, a candidata TT não apresenta um plano de trabalho futuro.

Data e Assinatura:

Digitally signed by Carla Alexandra Bento Viegas  
DN: cn=Carla Alexandra Bento Viegas, o=CCMAR, ou=FEUC, ou=FEUC, ou=FEUC

