

**Minute nº3**  
**Ref. nº CCMAR/TSCO/12/2025**

**I - Introduction**

On the 18th day of August, 2025 at 14 hours the jury nominated by the CCMAR board of Directors 01-07-2025, met by videoconference, for the meeting 3 of the call Ref. CCMAR/TSCO/12/2025. The meeting was held for the award of a position for a Science Communication and Outreach Officer (M/F) in the Science and Communication field to satisfy temporary needs under an uncertain term employment contract. The selected candidate will support the work carried out within the scope of CCMAR research projects, namely: RESTORESEAGRASS – Ref. 101148241 - LIFE23-NAT-PT - *Large-scale conservation and restoration of critically threatened seagrass habitat on Atlantic infralittoral sand and coastal lagoons*, funded by the European Commission through Life Nature Programme; AQUATECHinn 4.0 – Ref. HORIZON-ERASMUS-EDU-2022-PI-ALL-INNO-101108913 - *Digital learning in aquaculture 4.0 for the technological training of fish farm technicians*, funded by the European Commission through Erasmus Programme, EUREMAP – Ref. HORIZON-INFRA-2023-DEV-01-04-101131663 - *European Research Infrastructure for Marine Bioprospecting*, funded by the European Commission through Horizon INFRA Programme. The nominated jury present at the meeting was composed by Doctor Rita Costa Abecasis, head of the Ocean Education Unit (President of the jury); Doctor João Neiva, Assistant Researcher, group leader at CCMAR (full member) and Doctor Diogo Paulo, Auxiliary Researcher at CCMAR and the Scientific Diving Centre Manager at CCMAR (full member) with the following agenda: evaluation of the applications admitted to the +position CCMAR/TSCO/12/2025.

**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 honour that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

### III - Evaluation

In accordance with minute 2, after the clarification of curricular aspects of candidates Frederica Joana Baptista Vieira Dias, Joana Farrusco Araújo, Inês Ferreira Guedes, Vítor Duarte Machado Gonçalves, Sílvia Azevedo Simão and Nadja Vanessa Rosa Velez, between the **12<sup>th</sup> and the 18<sup>th</sup> of August 2025**, the selection committee evaluated all the eligible candidates and as shown in **Table 1** below.

Table 1. Evaluation of applications to call CCMAR/TSCO/12/2025

Name	Criteria 1 (maximum 60 points in 100)	Criteria 2 (maximum 40 points in 100)	Total (maximum 100 points in 100)
Gabriela de Souza Fernandes	15	15	30
Frederica Joana Baptista Vieira Dias	30	30	60
Miguel Satúrio Pires	26	20	46
Olimpia López Faba	30	15	45
Maria Jacinto Raposo	33	15	48
Carolina Salgueiro Brinca Freitas de Oliveira	27	20	47
Margarida Ribeiro Mota Padeira Nunes	32	15	47
Joana Farrusco Araújo	28	25	53
Tiago Miguel Mendonça Pereira	18	10	28
Patrícia Nogueira	23	15	38
Ricardo Oliveira Zocca	24	15	39
Helena Pinto da Costa	15	20	35
Inês Ferreira Guedes	50	35	85
Vítor Duarte Machado Gonçalves	22	10	32
Sara Alexandra Pereira de Sousa	31	20	51
Sílvia Azevedo Simão	30	25	55
Pedro Augusto Oliveira	24	25	49

Bruno Filipe Fernandes da Silva	24	30	54
Nadja Vanessa Rosa Velez	25	25	50

Criteria:

1. Evaluation of CV, degree certificates and other documents (e.g. portfolio), regarding the qualifications, experience and skills described in section 6 “Ideal profile” (60%).
2. Evaluation of presentation letter to assess motivation to join the team and the candidate’s presentation, including examples that attest to the skills and interests described in section 6 “Ideal profile” (40%).

Table 2 presents the final ranking.

**Table 2** – Final Ranked classification

Name	Final grade (0-100)	Ranking
Inês Ferreira Guedes	85	1 <sup>st</sup>
Frederica Joana Baptista Vieira Dias	60	2 <sup>nd</sup>
Silvia Azevedo Simão	55	3 <sup>rd</sup>
Bruno Filipe Fernandes da Silva	54	4 <sup>th</sup>
Joana Farrusco Araújo	53	5 <sup>th</sup>
Sara Alexandra Pereira de Sousa	51	6 <sup>th</sup>
Nadja Vanessa Rosa Velez	50	7 <sup>th</sup>
Pedro Augusto Oliveira	49	8 <sup>th</sup>
Maria Jacinto Raposo	48	9 <sup>th</sup>
Margarida Ribeiro Mota Padeira Nunes	47	10 <sup>th</sup> ex aequo
Carolina Salgueiro Brinca Freitas de Oliveira	47	10 <sup>th</sup> ex aequo
Miguel Satúrio Pires	46	11 <sup>th</sup>
Olimpia López Faba	45	12 <sup>th</sup>
Ricardo Oliveira Zocca	39	13 <sup>th</sup>
Patrícia Nogueira	38	14 <sup>th</sup>
Helena Pinto da Costa	35	15 <sup>th</sup>
Vítor Duarte Machado Gonçalves	32	16 <sup>th</sup>
Gabriela de Souza Fernandes	30	17 <sup>th</sup>
Tiago Miguel Mendonça Pereira	28	18 <sup>th</sup>

#### IV - Conclusion

The candidates admitted to the call obtained a final classification between 85 and 28 points (out of a total of 100), with the candidate **Inês Ferreira Guedes** having the highest classification (85 points).

Considering the elements presented, the candidate **Inês Ferreira Guedes** gathers 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 of all the candidates, setting a deadline of 10 working days to claim what they consider to be convenient, 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 4 pages, which after being read and approved were signed by the members of the jury.

Rita Costa Abecasis

João Neiva

Diogo Paulo

