

Minute 2

I - Introduction

On the 12th day of August of two thousand and twenty-five, at 15:30 hours the jury nominated by the CCMAR board of Directors on 06/06/2025 met by video conference, for the second meeting of the call Ref. CCMAR/BINCGAM/10/2025. 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 **Aquaculture, Biology, Ecology, Global Changes and Molecular Biology** within the research project number **MPr-2023-12-16551 (ALGARVE-FEDER-00772500)** - named as named as **AdaptKelp: “Assegurar um futuro sustentável para a aquacultura de Laminaria ochroleuca”** funded by FCT – Fundação para a Ciência e a Tecnologia. The jury present at the meeting was composed by Doctor Neusa Martins, Coordinator of the project and Auxiliary Researcher at CCMAR (President of jury), Doctor Gareth Pearson, Group Leader and Principal Investigator at CCMAR (member of the jury) and Doctor Luís Barreto, Researcher at CCMAR (member of the jury) and had the following agenda items: admission and evaluation of the applications admitted for the fellowship CCMAR/BINCGAM/10/2025.

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

Nineteen applications were received:

- 1 Ezequiel Fiotto
- 2 Laura Valenzuela Garcia
- 3 João Pedro Botelho de Almeida
- 4 Sergei Danchenko
- 5 Isabel Maureen Schutz
- 6 Amber Cumpstone
- 7 Orestis Stefani
- 8
- 9 Indra Semjonova
- 10 Perle Deaibes

- 11 Romina Natalia Garín Ortega
- 12 Mohammad Farasat
- 13 Trevor Eakes
- 14 Brigitta Varga
- 15 Asif Saleem
- 16 Leonardo Oitaven Ribeiro
- 17 Alexandro Autiero
- 18 Claire Raffaelli
- 19 Smilla Liliana Uma Marlene Adler

IV - Exclusion of applications

The jury analysed the applications, and 14 **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 Marine Biology or related fields;
2. Experience in the field of macroalgae ecology, biology and reproduction;

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

Name	Reason for exclusion
Ezequiel Agustín Fiotto	A Master degree in Marine Biology or a related field was not provided. The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Laura Valenzuela Garcia	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
João Pedro Botelho de Almeida	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Sergei Danchenko	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Isabel Maureen Schutz	A Master degree in Marine Biology or a related field was not provided. The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Amber Cumpstone	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Romina Natalia Garín Ortega	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).

Mohammad Farasat	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Trevor Eakes	A Master degree in Marine Biology or a related field was not provided.
Asif Saleem	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Leonardo Oitaven	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Alexandro Autiero	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Claire Raffaelli	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).
Smilla Liliana Uma Marlene Adler	The candidate did not demonstrate experience in the field of macroalgae ecology, biology and reproduction through the elements provided (curriculum vitae and motivation letter).

The remaining 4 **applicants** were admitted for evaluation and ranking (Table 2).

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

Orestis Stefani
Indra Semjonova
Perle Deaibes
Brigitta Varga

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
Orestis Stefani	16,6	16,7	17,3	16.9
Indra Semjonova	17,0	17,3	17,4	17.2
Perle Deaibes	17,0	17,4	17,5	17.3
Brigitta Varga	17,0	18,2	17,9	17.8

Evaluation criteria and respective weighting:

1. Master's degree grade (30%);
2. Proven experience in macroalgae ecology, biology and reproduction – 40%;
3. Previous experience in a scientific research laboratory – 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/BINCGAM/10/2025, indicating the final score.

Candidates	Final Classification	Ranking
Brigitta Varga	17.8	1 st
Perle Deaibes	17.3	2 nd
Indra Semjonova	17.2	3 rd
Orestis Stefani	16.9	4 th

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate Brigitta Varga had the highest classification (**Table 4**) and based on the elements presented in the application, candidate Brigitta Varga 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 5 pages, which after being read and approved were signed by the members of the jury.

Neusa Elisabete Martins

Doctor Neusa Martins

Gareth A. Pearson

Doctor Gareth Pearson

Luís Barreto

Doctor Luís Barreto