

Minute 2

CCMAR/AT/14/2025

I - Introduction

On the 3rd day of September, 2025 at 10:00 hours the jury nominated by the CCMAR board of Directors on 01/08/2025, met by videoconference, for the meeting 2 of the call Ref. CCMAR/AT/14/2025. The meeting was held for the award of a position for an Assistant Technician (Assistente Técnico) (M/F), in the scientific field of ecology and fisheries to satisfy temporary needs under an uncertain term employment contract in order to support the work carried in the context of the research project - MOPPA II - *Monitorização da pesca do polvo, de esparídeos e de bivalves no Algarve* through the contract signed with Instituto Português do Mar e da Atmosfera (IPMA) within the Programa de Monitorização da Pequena Pesca e Apanha (MOPPA) running at IPMA. The nominated jury present at the meeting was composed by Doctor Mafalda Rangel, researcher at CCMAR and project coordinator at CCMAR (president of the jury); Doctor Miguel Gaspar researcher at IPMA (member) and Doctor André Carvalho, Senior Technician at IPMA (full member) with the following agenda: admission and evaluation of the applications admitted to the position CCMAR/AT/14/2025.

II - Statement of no conflict of interests

We, the undersigned, 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 – Candidates

26 applications were received for the position of Assistant Technician. By order of reception:

1. Diana Beatriz Pratas Vale Vaz

2. João Manenga Daniel
3. Susana Maria Amaral Silva
4. Raquel Reis Coimbra
5. Pedro Miguel Santos Ribeiro
6. João Luís Neves Ramos Dourado
7. Gabriela Gomes Ribeirete
8. João Gil
9. David Gonçalo Santos Silva
10. Sara Maria Zdanowski de Carvalho
11. Marta Pinto da Cunha Ribeiro
12. Margarida Perfeito
13. Agatha Caroline Nürnberg dos Santos
14. Jose Luis Daza Baras
15. Miguel Ângelo Machado Caiola
16. Mário Duarte Silva
17. Joana Margarida Bartolomeu Cavaco
18. Igor Rocha de Oliveira
19. Tomás Esteves Maia
20. Anselm Konnow
21. Danilo Shoiti Hirota
22. Gustavo Maio Alves
23. VANESSA BALLARDIN
24. Erica Bagarrao
25. Dr. Eram Rashid
26. Ana Carina Azinheiro Francisco

IV – Admission and Evaluation of applications

3 candidates were not admitted to the evaluation phase (Table 1) due to failure in meeting one or more requirements stated in the official announcement, as follows:

1. Completion of 12th grade as the minimum educational requirement;
2. Class B driver's license (for light vehicles);

3. Ability to work aboard vessels (good physical endurance, tolerance, and the capacity to easily adjust to the roll and motion of the sea);
4. Fluency in Portuguese written and spoken.

And/or failure in submitting all documents/information required in the official announcement, as follow:

1. Motivation letter in Portuguese;
2. Detailed CV in Portuguese, indicating possession of a driving licence, and demonstrating experience in the areas defined in the profile and according to the selection criteria and ideal profile;
3. Certificate of completion of secondary education (12th grade), or certificate of higher academic qualifications, or a sworn statement attesting possession of secondary education or higher qualification;
4. Other documents that provide evidence of the various aspects of experience defined in the selection criteria, requirements, and profile (optional).

Table 1. Table with applications not admitted

Name	Reason of non- admission
Marta Pinto da Cunha Ribeiro	Requirement 4
Jose Luis Daza Baras	Requirement 4
Dr. Eram Rashid	Requirement 4

The Jury then assessed the documents of the admitted applicants and decided to contact and interview the following candidates to make some clarifications on their documents, as show in table 2.

Table 2. Admission of admitted applicants, indicating the ones selected for interview for clarifications.

Name	Interview
Diana Beatriz Pratas Vale Vaz	

João Manenga Daniel	
Susana Maria Amaral Silva	
Raquel Reis Coimbra	
Pedro Miguel Santos Ribeiro	
João Luís Neves Ramos Dourado	
Gabriela Gomes Ribeirete	
João Gil	
David Gonçalo Santos Silva	
Sara Maria Zdanowski de Carvalho	Interview
Margarida Perfeito	
Agatha Caroline Nürnberg dos Santos	Interview
Miguel Ângelo Machado Caiola	
Mário Duarte Silva	
Joana Margarida Bartolomeu Cavaco	
Igor Rocha de Oliveira	
Tomás Esteves Maia	
Anselm Konnow	
Danilo Shoiti Hirota	
Gustavo Maio Alves	Interview
VANESSA BALLARDIN	
Erica Bagarrao	
Ana Carina Azinheiro Francisco	Interview

V - Conclusion

There were 26 candidates, 23 applications were admitted. The jury decided for the end for the need of an interview to clarify the documents for 4 applicants. The interview will take place on 10th September 2025. The jury will then evaluate and assess all admitted candidates.

The Jury will proceed to the right of prior hearing of all the candidate, setting a deadline of 10 working days to claim hat 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 5 pages, which after being read and approved were signed by the members of the jury.



Mafalda Rangel



Miguel Gaspar



André Carvalho