



*Sofia Emery*

*João Martins*

## MINUTE Nº 2

### I - Introduction

On the 24<sup>th</sup> day of July two thousand and twenty-five, at 13.30 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 29/05/2025 for the call Ref. CCMAR/IJ/11/2025. The meeting was held for the award of a position of Junior Researcher in the field of Biological Sciences (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract within project with Ref. MPr-2023-12-16091 (ALGARVE-FEDER-00724000) - *Ferramentas tecnológicas para a resiliência e segurança de bivalves marinhos de aquacultura e selvagens e aumento da sua produção em Portugal*, funded by FCT – Fundação para a Ciência e a Tecnologia. The jury was composed of Professor Deborah Power, Full Professor at Algarve University and group leader at CCMAR (president of the jury); Professor Adelino Canário, President of the board of Directors of CCMAR (regular member); Professor João Cardoso, Assistant Professor at the Algarve University (regular member); Professor Rosa Freitas, Professor at the University of Aveiro (regular member) and Professor Diogo Neves Proença, Assistant Professor at the University of Algarve (regular member) and had the following agenda item: admission and evaluation of applications admitted to the contract CCMAR/IJ/11/2025.

### II - Statement of no Conflict of Interests

We, 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

Three applications were received for the position.....  
Haitham Gamal Aboalela.....  
Maoxiao Peng.....  
Rui Machado.....

### IV- Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and all candidates were admitted.

The candidates (table 1) who applied were admitted to the evaluation and preliminary ranking phase.

Table 1 – Admitted Applicants

Name
Haitham Gamal Aboalela
Maoxiao Peng
Rui Machado

#### V – Evaluation of applications

The evaluation will consist of a curriculum assessment (final rating between 0-100).

Admitted applications were evaluated considering the scientific and curricular path, focusing on the relevance, quality, and up-to-datedness of the following criteria:

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%)

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)

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 (5%)

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 (5%).

The score of each candidate was obtained by summing the points of each criterion multiplied by the respective weights according to the following formula:

$$C = CA*55\% + CB*35\% + CC*5\% + CD*5\%$$

Annex 1 presents the individual evaluation performed by each member of the jury.

After assigning scores to all candidates, the jury proceed to the vote of the candidate to be placed in the first place, in which the candidate Maoxiao Peng was selected since he received 5 votes. The jury then continuing voting in accordance with table 2 which presents the order of vote, individual vote and candidate selected in each vote. The final ranking of the candidates is indicated in Table 3 and on the basis of the evaluation.

Table 2 - Order of vote, individual vote and candidate selected in each vote.

Order of place	Professor Deborah Power	Professor Adelino Canário	Professor João Cardoso	Professor Rosa Freitas	Professor Diogo Neves Proença	Selected
1	Maoxiao Peng	Maoxiao Peng	Maoxiao Peng	Maoxiao Peng	Maoxiao Peng	Maoxiao Peng
2	Haitham Gamal Aboalela	Rui Machado	Haitham Gamal Aboalela	Haitham Gamal Aboalela	Haitham Gamal Aboalela	Haitham Gamal Aboalela

3	Rui Machado	Haitham Gamal Aboalela	Rui Machado	Rui Machado	Rui Machado	Rui Machado
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Table 3. Final ranking of the candidates - call CCMAR/11/11/2025.

Candidates	Final Ranking
Maoxiao Peng	1 <sup>st</sup>
Haitham Gamal Aboalela	2 <sup>nd</sup>
Rui Machado	3 <sup>rd</sup>

#### VI - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors the hiring of Maoxiao Peng. 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. If the candidates don't 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, with 3 pages and annexes, 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.

*Deborah Power*

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Professor Deborah Power  
(President of the jury)

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## Annexes

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Maoxiao Peng

Criteria	Rationale	Score
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%)	Excellent scientific output in both generalist and specialised journals. The publications are predominantly original research publications based on original lab-based work. The applicant demonstrates in their CV that they have a strong research activity in bivalves and reveals through their publications a high experience in handling large datasets using bioinformatics. In addition, to their research activity the applicant has filed several patents, reviewed for a range of journals and served as a guest editor.	90/100 50/55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	Excellent match between the practice-based research and the requirements for the advertised position. The applicant demonstrates through the 5 research publications that all report original lab-based research that they are an expert in molecular, biology, bioinformatics, phylogenetics and can handle large sequencing datasets and are well versed in the anatomy of bivalves.	100/100 35/35
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 (5%)	Extension and dissemination are explicitly mentioned and are good. They were involved in outreach activities in China and CCMAR and activities within student association. They have worked with industry and have registered patents.	3/5
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 (5%).	Management activities in science are explicitly mentioned in the context of project that they were involved in and were responsible for planning and implementing specific tasks. Monitoring and evaluating science is primarily through review activity.	2/5
<b>Final score</b>		<b>90</b>

Name: **Professor Deborah Power**

Signature: *Deborah Power*

(President of the jury)

31-07-2025

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Maoxiao Peng

Criteria	Rationale	Score
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%)	Strong publication background in the area. In the last five years the candidate published original work on the use of several bioinformatic tool (analysis of large datasets from bivalves, comparative studies using different Mollusca datasets), molecular and biochemical analysis of bivalve molluscs as required within the thematic of the call.	50
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	Research targets basic question from understanding bivalve physiology and environmental impact to tackle problem in aquaculture. Experience on bioinformatic tools and handling and analysis of bivalve data (RNA and genome analysis). The candidate has experience on molecular and biochemical assays applied to mollusc samples required for the call. Collaborates as a consultant in bioinformatics and aquaculture companies.	35
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 (5%)	The candidate has been involved in several extension and dissemination of knowledge activities (videos and press-releases). Participated in several conferences with oral and posters and contributed to the training of undergraduate, master and PhD and senior staff.	3
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 (5%).	The candidate was involved in the coordination of scientific projects and as a team member in projects related to bivalve research. Serves as a reviewer for several journals.	3
<b>Final score</b>		<b>91</b>

Name: **Professor João Cardoso**

Signature: 

(Member of the jury)

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: **Maoxiao Peng**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
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%)	Dr. Maoxiao Peng has established an impressive publication record with 17 peer-reviewed articles in the last five years, aligned with this call, demonstrating consistent leadership in research initiatives. His publications appear in top-tier journals such as Journal of Advanced Research, Frontiers in Immunology, and International Journal of Biological Macromolecules, with specific focus on bivalve biomineralization, shell formation, and molecular regulatory mechanisms. His groundbreaking research on long non-coding RNAs in shell formation represents a paradigm shift in understanding bivalve biology. The quality and impact of his scientific contributions are evidenced by the innovative methodologies he has developed and the fundamental insights he has provided into mollusc biology, evolution, and adaptation mechanisms. Very experienced in bioinformatics and multi-omics.	50%
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	His applied research portfolio includes direct involvement in developing technological solutions for bivalve aquaculture, including the establishment of inland brackish water cultivation protocols for razor clams and the development of innovative ecological aquaculture models. Dr. Peng showed his experience in coordination and participation in scientific projects. Currently, he leads a major national project (€250,000) focused on technological tools for bivalve resilience and safety, directly matching the current position's objectives. His work on ocean acidification impacts and climate	35%

	<p>adaptation strategies provides immediate practical applications for industry stakeholders. The translational aspect of his research, from fundamental discovery to aquaculture implementation, demonstrates capability and expectation in bridging scientific knowledge with practical industry needs and environmental management solutions. He has broad experience working in different companies related to bioinformatic analyses.</p>	
<p>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 (5%)</p>	<p>Dr. Peng has demonstrated exceptional leadership in scientific communication through his role as Guest Editor for special issues on "Stress Physiology in Aquatic Animals" and active participation in press releases and promotional activities. His commitment to technology transfer is evidenced by his consulting work with biotechnology companies and his involvement in preparing promotional videos for public outreach. His extensive peer review activities across 10+ journals and his active participation in international conferences demonstrate his dedication to advancing scientific discourse. His role in training multiple undergraduate, master's, and PhD students further illustrates his commitment to knowledge transfer and capacity building within the scientific community.</p>	<p>5%</p>
<p>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 (5%).</p>	<p>Dr. Peng's management credentials include leading a €250,000 national research project as principal investigator, demonstrating his capability to manage substantial research initiatives. His experience supervising 10 students (3 undergraduates, 3 master's, 4 PhD students) across multiple institutions shows strong leadership and mentoring capabilities. His role as President of the Chinese Students Association of Algarve illustrates his organizational and community leadership skills. His current position as Senior Research Officer at CCMAR and his involvement in multiple collaborative projects with international partners demonstrate his ability to coordinate complex research activities</p>	<p>5%</p>

	and manage interdisciplinary teams effectively.	
<b>Final score</b>		<b>95%</b>

**Name: Professor Diogo Neves Proença**

Assinado por: **Diogo Alexandre Neves Proença**  
Num. de identificação: 13077033  
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**Signature:**

**(member of the jury)**

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Maoxiao Peng

Criteria	Rationale	Score
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%)	<p>Mais de 25 publicações científicas desde 2020, incluindo em revistas de alto impacto (<i>Journal of Advanced Research, Science of The Total Environment, Frontiers in Immunology, IJBIOMAC, Molecular Phylogenetics and Evolution</i>).</p> <p>Autor principal em vários artigos. Produção consistente e fortemente ligada ao tema da posição (ciências biológicas, aquacultura, moluscos).</p> <p>Contribuições científicas inovadoras: biomineralização, respostas ao stress em moluscos, mecanismos moleculares da formação da concha, resposta a acidificação oceânica.</p> <p>Desenvolvimento de modelos bioinformáticos próprios.</p> <p>Duas patentes de invenção e três de modelo de utilidade, além de projetos aplicados com financiamento competitivo (FCT, programas chineses).</p> <p>Publicações detalhadas com forte contribuição autoral confirmam independência e capacidade técnica-científica.</p>	95/100 52.5/55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	<p>Experiência na área do projeto</p> <p>Vasta experiência prática em aquacultura aplicada, fisiologia, genética e bioquímica de moluscos e bivalves.</p> <p>Conduziu projetos de cultivo de moluscos em águas salobras e doces com grande impacto para aquacultura sustentável.</p> <p>Colheita e análise de dados biológicos, moleculares e ecológicos com aplicações diretas (ex.: estratégias de cultivo, caracterização genética de populações selvagens).</p>	100/100 35/35

	<p>Investigação sobre impactos de microplásticos e nanopartículas em células humanas e de peixe.</p> <p>Participação e coordenação de projetos nacionais e internacionais com aplicação em segurança alimentar e sustentabilidade.</p>	
<p>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 (5%)</p>	<p>Participação em vídeos promocionais e press releases através do CCMAR.</p> <p>Atuação como consultor técnico em empresas de biotecnologia e aquacultura na China.</p> <p>Coorganizador de <i>Special Issue</i> internacional ("Stress Physiology in Aquatic Animals").</p> <p>Envolvimento ativo na comunicação com stakeholders e atividades sociais (presidente da Associação de Estudantes Chineses no Algarve).</p> <p>Algumas ações diretas com o público geral são relatadas.</p>	<p>100/100 5/5</p>
<p>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 (5%).</p>	<p>Orientação de 3 alunos de licenciatura, 3 de mestrado e 4 de doutoramento.</p> <p>Participação ativa em projetos com gestão orçamental e científica.</p> <p>Organização de amostragens, desenho experimental, análise bioinformática e relatórios técnicos.</p> <p>Consultoria externa para empresas e apoio técnico em análises moleculares complexas.</p> <p>Coordenação de projeto nacional (FCT/FEDER €250.000) com foco em aquacultura e risco ambiental.</p>	<p>85/100 4.25/5</p>
<b>Final score</b>		<b>96.75</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**  
 Num. de identificação: 10559051  
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ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Haitham Gamal Aboalela

Criteria	Rationale	Score
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%)	A vet by training with a PhD in Genetics and Genetic Engineering. A large part of their scientific production has been in the area of aquaculture linked to fish (Nile tilapia) and disease. High scientific productivity in specialist journals. Participation in conferences and reviewing activity. The contents of the scientific output do not reveal a strong experience in molecular biology approaches including genetics, bioinformatics and analysis of large sequencing datasets. This is an important capacity for the advertised position.	90/100 50/55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	The five articles chosen to reflect the practice-based activity of the applicant consist of 4 reviews and one article based on original research-based output. The articles reveal research activity developed in the area of histology, biochemistry and the qPCR. The CV confirms that the original research-based work is primarily based on histology and biochemistry. There is limited evidence of molecular genetics, bioinformatics or handling of genomics and next generation sequencing datasets	50/100 17/35
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 (5%)	Limited extension and dissemination mainly conferences. Not much else mentioned.	20/100 1/5
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 (5%).	Management activities of science and technology are not explicitly mentioned but implicit in their job and role as a veterinarian.	50/100 2.5/5
<b>Final score</b>		<b>70.5</b>

Name: Deborah M Power

Signature: *Deborah Power*

(Member of the jury)

21-07-2025

65ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Haitham Gamal Aboalela

Criteria	Rationale	Score
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%)	The candidate has a strong publication record. Most relevant scientific works are 3 reviews, 1 book chapter and 1 research article. One contribution focused on marine bivalves (review). Study area involved mostly fish and impact of pollutants and other stressors.	35
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	The candidate demonstrated some experience in working on fish and marine invertebrate physiology and immunology. No expertise demonstrated on the analysis of transcriptomes and genomes of marine bivalves as required for the call.	15
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 (5%)	The candidate presented work in scientific conferences (poster and oral) and has experience in student supervision. Is involved in teaching at the university.	3
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 (5%).	Served as a referee for international funding agencies and experience in scientific paper reviewing. Severs has editor for several scientific journals.	4
<b>Final score</b>		<b>57</b>

Name: **Professor João Cardoso**

Signature:



(Member of the jury)

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: **Haitham Gamal Aboalela**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
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%)	Dr. Aboalela demonstrates exceptional scientific productivity with over 36 peer-reviewed publications in the last five years across high-impact journals including <i>Science of the Total Environment</i> and <i>Frontiers in Immunology</i> . However, his research is not focused on marine bivalves. He has experience in molecular biology applications, which are partially aligned with the position. He has achieved remarkable international recognition, being listed among Stanford University's Top 2% most impactful scientists for three consecutive years (2021-2023). His publication record shows sustained high-quality output with contributions spanning environmental monitoring, pollutant assessment, molecular characterization, and aquatic animal health.	35%
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	His applied research portfolio demonstrates significant impact in environmental monitoring and aquaculture applications, particularly in pollutant assessment and molecular diagnostic development for marine species. Besides Dr. Aboalela showed experience and knowledge in molecular biology, but he did not show any project in his CV as Principal Investigator or even as team member.	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 (5%)	Dr. Aboalela has made substantial contributions to scientific communication through his editorial roles at prestigious journals including <i>Scientific Reports</i> (current Editor) and <i>PLOS ONE</i> (Academic Editor). He has received recognition through the Springer Nature Editorial Contribution Award (2025) for his exemplary editorial contributions and	5%

	peer review management. His active participation in international conferences and his role as a frequent reviewer for over 40 scientific journals demonstrate his commitment to advancing scientific discourse. His establishment of research topics such as "Molecular Tools to enhance Sustainable Aquaculture" as a Guest Editor further illustrates his leadership in knowledge dissemination within the field.	
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 (5%).	Dr. Aboalela's management experience includes serving on scientific committees, supervising multiple master's and PhD students, and managing laboratory accreditation projects. Dr. Aboalela is member in various institutional committees including the International Ranking Unit and Ethical Scientific Committee. No experience demonstrated in CV in project coordination. His supervisory responsibilities for graduate students indicate his capacity to contribute effectively to team-based research environments and knowledge transfer activities.	2%
<b>Final score</b>		<b>62%</b>

Name: **Professor Diogo Neves Proença**

Assinado por: **Diogo Alexandre Neves Proença**  
 Num. de identificação: 13077033  
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Signature:

(member of the jury)

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Haitham Gamal Aboalela

Criteria	Rationale	Score
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%)	<p>Produção científica extremamente robusta: mais de 40 artigos científicos publicados desde 2020, muitos como primeiro autor ou autor correspondente, em revistas com fator de impacto elevado (<i>Scientific Reports</i>, <i>Fish &amp; Shellfish Immunology</i>, <i>Aquaculture</i>, <i>Sci. Total Environ.</i>, <i>J. Hazard. Mater.</i>, entre outras).</p> <p>Participação em livro científico (CRC Press) e em conferências internacionais.</p> <p>Nomeado entre os Top 2% científicos mais influentes do mundo pela Universidade de Stanford por três anos consecutivos (2020–2022).</p> <p>Editor em revistas internacionais de renome (<i>Scientific Reports</i>, <i>PLOS ONE</i>), e Guest Editor em <i>Frontiers in Physiology</i>.</p> <p>Revisão para mais de 50 revistas científicas de impacto.</p>	100/100 55/55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	<p>Atuação prática com aplicações diretas em aquacultura, toxicologia, imunogenética e biotecnologia animal.</p> <p>Participação e coordenação de projetos com impacto aplicado: resistência a doenças em tilápia, uso de fitoterápicos e probióticos, manipulação de expressão gênica, CRISPR, etc.</p> <p>Experiência comprovada em técnicas moleculares (microinjeção, PCR, ELISA, clonagem gênica) e biotecnologia reprodutiva (IVM, IVF, transgênicos).</p> <p>Consultor licenciado em Engenharia Genética no Egito.</p>	95/100 33.25/35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and	<p>Palestrante em diversas conferências internacionais (Belgrade Bioinformatics Conference, MCYR 2024, etc.).</p>	70/100 3.5/5

practices, considered most relevant by the candidate (5%)	<p>Participação em artigos de divulgação e menções em websites especializados em aquacultura.</p> <p>Produção científica com impacto direto na comunidade científica e na indústria da aquacultura.</p> <p>Contudo, há pouca evidência de atividades explícitas dirigidas ao público em geral</p>	
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 (5%).	<p>Supervisor de 5 mestrandos e 2 doutorandos.</p> <p>Membro de diversas comissões institucionais (Ética Científica, Unidade de Rankings Internacionais).</p> <p>Coordenador técnico do projeto de acreditação de laboratório central.</p> <p>Participação ativa em desenvolvimento de regulamentos de pós-graduação.</p>	90/100 4.5/5
<b>Final score</b>		<b>96.25</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**  
 Num. de identificação: 10559051  
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ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Rui Machado

Criteria	Rationale	Score
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%)	Good scientific and technological output in a range of different fields. Bioinformatician primarily and has been involved in developing resources and exploring the molecular basis of disease in research-based work. No real experience in working with bivalves and practice-based research is primarily bioinformatics and intensity of hands on animal experimentation is unclear. Well prepare for bioinformatics and handling large datasets.	70/100 39/55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	The expertise of the applicant is primarily in the area of bioinformatics, and they have been actively involved in developing platforms for data analysis and analysing large datasets. The presented articles are all research-based but primarily based on computation and wet-lab based skills and experimentation are not convincingly presented.	45/100 16/35
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 (5%)	Extension and dissemination activity is good and explicitly mentioned linked to workshops and courses given, general workshops about open science. Less evident public outreach.	3/5
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 (5%).	Management activities and scientific management are not very clear as the applicant has mainly worked as a post-doc on other people's projects. Management is related to organising and running project tasks.	1/5
<b>Final score</b>		<b>59</b>

Name: **Professor Deborah M Power**

Signature: *Deborah Power*

(President of the jury)

21-07-2025

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

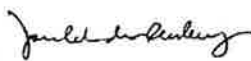
**CURRICULAR EVALUATION**

Candidate: Rui Sotero Rodrigues Machado

Criteria	Rationale	Score
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%)	Strong background on the use of bioinformatic tools. Work experience focused on gene expression regulation mammalian cardiac/neuronal cell lines and genotyping of plant DNA samples. From the listed publications he is the first author of two and a co-author in another.	20
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	Strong background in bioinformatics and programme language. Developed web-based platforms and tools for cardiomyogenesis and stem cell gene expression. No demonstrated practice-based research experience on the call topic.	10
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 (5%)	Involved in the organization of advanced training technologies but outside the five-year period. It is not clear if was involved in the organization of the introduction to open science workshop or in the Introduction to Python workshop. The candidate has presented scientific work in national and international conferences and has been involved in student supervision.	1
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 (5%).	No experience demonstrated.	0
<b>Final score</b>		<b>31</b>

Name: **Professor João Cardoso**

Signature:



(Member of the jury)

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: **Rui Sotero Rodrigues Machado**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
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%)	Dr. Rui Machado has contributed to four peer-reviewed publications in the last five years, including two as main author and several in high-impact journals such as Nucleic Acids Research and Molecular Therapy-Nucleic Acids. His research focuses on bioinformatics tool development and database creation has resulted in significant resources for the scientific community, including HeartEXpress, StemMapper, and other specialized databases. While his publication record is solid, it demonstrates less direct experience with bivalve-specific research compared to the other candidates. His expertise lies primarily in computational biology and database development, with strength in RNA-seq analysis and genomics data processing, which represents valuable technical skills for the position.	20%
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	His applied research experience centers on developing bioinformatics tools and databases that serve the broader scientific community, with particular focus on stem cell biology and genomics data analysis. Dr. Machado's work on the DOPE project involves genomic analysis of historical specimens and population genetics studies, demonstrating practical applications of his computational expertise. However, his applied research experience is more limited in terms of direct bivalve aquaculture applications and environmental monitoring compared to the other candidates.	10%
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and	Dr. Machado has contributed to knowledge dissemination primarily through the development of publicly available bioinformatics tools and databases that serve the research	2%

<p>practices, considered most relevant by the candidate (5%)</p>	<p>community. It was not possible to understand his presentations at national and international conferences demonstrate, though his dissemination activities appear more limited compared to the other candidates. He has a low role in supervising student projects. His work in creating accessible online resources for researchers represents a valuable form of scientific communication, making complex data analysis tools available to the broader research community.</p>	
<p>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 (5%).</p>	<p>Dr. Machado's management experience includes project assistance roles and coordination of research analysis activities, with particular strength in data management and version control processes. Dr. Machado has experience in establishing best practices for data management within research groups and has supervised undergraduate research projects. However, his management experience appears more limited in scope compared to the other candidates, with less evidence of leading major research initiatives or managing substantial budgets. His technical expertise in project coordination and data management represents valuable skills, though his leadership experience in large-scale research projects is very reduced comparatively.</p>	<p>1%</p>
<p><b>Final score</b></p>		<p><b>33%</b></p>

Name: **Professor Diogo Neves Proença**

Assinado por: **Diogo Alexandre Neves Proença**  
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Signature:

(member of the jury)

ATA N.º 2

**CCMAR/IJ/11/2025**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Rui Machado

Criteria	Rationale	Score
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%)	<p>12 publicações com revisão por pares, sendo 2 como primeiro autor e 1 como co-primeiro autor.</p> <p>Participação ativa em projetos de investigação (DOPE, ALFA Score).</p> <p>Desenvolvimento de ferramentas bioinformáticas (HeartEXpress, HeartmiR, StemChecker, etc.) com publicação associada.</p> <p>Forte componente interdisciplinar e integração de dados com aplicação em envelhecimento e medicina regenerativa.</p> <p>Utilização de métodos avançados em bioinformática (RNA-seq, GBS, DESeq2, STAR, etc.).</p>	80/100 44/55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	<p>Participação em projetos com forte componente aplicada: estudo de envelhecimento (ALFA Score), domesticação da papoila (DOPE), regeneração em <i>Acomys cahirinus</i> (GenomePT).</p> <p>Atividades práticas incluem: extração e análise de DNA e RNA, gestão de dados, desenvolvimento de pipelines bioinformáticos, participação ativa em gestão de projetos.</p> <p>Análise de dados clínicos, ecológicos e moleculares, mostrando capacidade translacional.</p>	75/100 26.25/35
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 (5%)	<p>Participação em 3 comunicações orais, 12 posters (nacionais e internacionais).</p> <p>Participação em cursos de formação como docente e organizador (ex.: “R for Absolute Beginners”, 6 edições).</p> <p>Participação em ações de formação sobre ciência aberta e uso de ferramentas de código aberto.</p>	70/100 3.5/5

	Indícios de envolvimento na comunicação com o público técnico e científico, mas menos evidência sobre divulgação ao público geral.	
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 (5%).	Participação na gestão de projetos (GenomePT, DOPE, ALFA Score). Experiência em curadoria de bases de dados. Coordenação de atividades laboratoriais e orientação informal de alunos. Experiência em organização de workshops de programação (R).	70/100 3.5/5
<b>Final score</b>		<b>77.25</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**

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ATA N.º 2

**CCMAR/IJ/11/2025**  
**Junior Researcher – in the area of Biological Sciences**  
**ANNEX 1**  
**CURRICULAR EVALUATION**

Candidate: Rui Sotero Rodrigues Machado

Criteria	Rationale	Score
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%)	Completed a PhD in 2021 (6 years) and has publications in bioinformatics and genetics related to health sciences, four of which are in the last 5 years. Has no publications in bivalves (although the topic of Bachelor's thesis).	25
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	Developed bioinformatic tools (database). No reference is made to project coordination or development.	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 (5%)	Has taught courses on programming and open science, not so much on science dissemination	2
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 (5%).	none	0
<b>Final score</b>		<b>47</b>

Candidate: Haitham Gamal Aboalela

Criteria	Rationale	Score
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%)	Completed the PhD in 2017 (3 years) and has a good record of publications mainly related to ecotoxicology/ immune challenges in fish. The only paper on bivalves is a review (no evidence of practical experience), and no evidence for expertise in genome and transcriptome analysis.	20

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	No evidence of practice-based research activities, including research project participation or leadership.	5
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 (5%)	Indicated some articles in the press about scientific work but no formal dissemination and extension activities are indicated	5
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 (5%).	NA	0
<b>Final score</b>		<b>30</b>

Candidate: Maoxiao Peng

Criteria	Rationale	Score
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%)	PhD completed in 2023. Excellent publication record, including 7 articles as first author in the area open for the position.	50
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (35%)	The candidate participated/participates as a researcher in three research projects, and has succeeded in having his own project approved.	30
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 (5%)	The candidate has participated in some dissemination activities	3
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and	NA	0

technological system or higher education in Portugal or abroad (5%).		
<b>Final score</b>		<b>83</b>

**Name: Professor Adelino Canário**

**Signature:**

**(Member of the jury)**

Assinado por: **ADELINO VICENTE MENDONÇA  
CANÁRIO**

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