



Minute 3

CCMAR/AT/14/2025

I - Introduction

On the 10th day of September, 2025 at 12:00 hours the jury nominated by the CCMAR board of Directors on 01/08/2025, met by videoconference, for the meeting 3 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: 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 – Evaluation

In accordance with minute 2, the interview of candidates took place on the 10th September between 12:00 and 14:00 hours. After the interviews, the jury evaluated the application documents of all the eligible candidates and applied the classification criteria and respective weightings set out in notice of opening call, as shown in **Table 1**, and this was used to produce ordered classification **Table2**.

Table 1. Table with evaluation of applications.

Name	Criteria 1 (10%)	Criteria 2 (40%)	Criteria 3 (25%)	Criteria 4 (25%)
Diana Beatriz Pratas Vale Vaz	20	10	20	20
João Manenga Daniel	0	0	20	5
Susana Maria Amaral Silva	10	0	20	5
Raquel Reis Coimbra	20	10	20	20
Pedro Miguel Santos Ribeiro	10	10	20	20
João Luís Neves Ramos Dourado	10	0	20	20
Gabriela Gomes Ribeirete	15	15	20	5
João Gil	10	0	20	20
David Gonçalo Santos Silva	10	0	20	0
Sara Maria Zdanowski de Carvalho	20	20	20	20
Marta Pinto da Cunha Ribeiro	Not admitted			
Margarida Perfeito	15	5	20	20
Agatha Caroline Nürnberg dos Santos	15	20	20	20
Jose Luis Daza Baras	Not admitted			
Miguel Ângelo Machado Caiola	15	5	20	20
Mário Duarte Silva	10	0	20	20
Joana Margarida Bartolomeu Cavaco	15	0	20	5
Igor Rocha de Oliveira	5	0	20	20
Tomás Esteves Maia	10	0	20	20
Anselm Konnow	10	10	13	20
Danilo Shoiti Hirota	10	10	20	20
Gustavo Maio Alves	15	20	20	20
Vanessa Ballardin	15	17	20	20
Erica Bagarrao	15	5	20	20
Dr. Eram Rashid	Not admitted			
Ana Carina Azinheiro Francisco	15	20	20	20

Criteria:

1. Motivation (10%)
2. Proven experience in fieldwork in fisheries environments (40%)
3. Fluency in spoken and written Portuguese (25%)
4. Knowledge in Excel (independent user level) (25%)

Table 2. Ordered classification table – Ref. CCMAR/AT/14/2025 indicating the final score and ranking of candidates admitted to the call.

Name	Final Classification	Ranking
Sara Maria Zdanowski de Carvalho	20	1st
Agatha Caroline Nürnberg dos Santos	19,5	2nd
Gustavo Maio Alves	19	3rd
Ana Carina Azinheiro Francisco	18,5	4th
Vanessa Ballardin	18,3	5th
Diana Beatriz Pratas Vale Vaz	16	6th ex aequo
Raquel Reis Coimbra	16	6th ex aequo
Pedro Miguel Santos Ribeiro	15	7th ex aequo
Danilo Shoiti Hirota	15	7th ex aequo
Gabriela Gomes Ribeirete	13,75	8th
Margarida Perfeito	13,5	9th ex aequo
Miguel Ângelo Machado Caiola	13,5	9th ex aequo
Erica Bagarrao	13,5	9th ex aequo
Anselm Konnow	13,125	10th
João Luís Neves Ramos Dourado	11	11th ex aequo
João Gil	11	11th ex aequo
Mário Duarte Silva	11	11th ex aequo
Tomás Esteves Maia	11	11th ex aequo
Igor Rocha de Oliveira	10,5	12th
Joana Margarida Bartolomeu Cavaco	7,75	13th
Susana Maria Amaral Silva	7,25	14th
João Manenga Daniel	6,25	15th
David Gonçalo Santos Silva	6	16th

IV - Conclusion

The candidates admitted to the call obtained a final classification between 6 and 20 values (out of a total of 20) with the candidate **Sara Maria Zdanowski de Carvalho** having the highest classification (20 values).

Considering the elements presented, the candidate **Sara Maria Zdanowski de Carvalho** 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 candidate, 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 3 pages, which after being read and approved were signed by the members of the jury.

Mafalda Rangel

Miguel Gaspar

André Carvalho