

Sofia Emerua
florabues

Minute 4
CCMAR_TS_15_2025

I - Introduction

On the 27th day of January 2026 at 10 hours the jury nominated by the CCMAR board of Directors on 24-11-2025, met, for the meeting 4 of the call Ref. CCMAR/TS/15/2025. The meeting was held for the award of a position for a Technician (Técnico/a Superior) (M/F), in the Life Sciences field to satisfy temporary needs under an uncertain term employment contract in order to support the work carried in the context of the project *Ciência Entrega-se: bringing science and technological education closer to children and young people from disadvantaged communities*" (ALGARVE-FSE+-01813800). This project is co-financed by European funds through the ALGARVE 2030 Regional Programme, under the European Social Fund, within the Social Innovation Partnerships framework, with the Municipality of Loulé as the social investor. The nominated jury present at the meeting was composed by Professor Dr. Patrícia Isabel Silvestre Pinto, Assistant Professor at the University of Algarve, Project Coordinator, and Researcher at CCMAR (President of the Selection Committee); Professor Dr. Deborah Mary Power, Full Professor at the University of Algarve and Group Leader at CCMAR (Member), and Professor Dr. João Carlos Reis Cardoso, Assistant Professor at the University of Algarve and Researcher at CCMAR (Member), with the following agenda: decision on the final results after the end of the prior hearing period.

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 – Claims

The communications of the provisional results were sent to all candidates on 9 January 2026. During the prior hearing period, one claim was received by email from the candidate Massimiliano Tini, on 12 January 2026 at 13:57, who submitted a complaint "*apresento a reclamação contra a Ata deste Júri, que me exclui da fase de avaliação por não cumprir o requisito nº 4 da Tabela 1 (Fluência em português e inglês, oral e escrita)*" and a request to be heard following the publication of the provisional results. No other claims were received.

IV – Hearing of the candidate

The jury proceeded to hear the candidate Massimiliano Tini on the 27th of January 2026 at 9h, who was given the opportunity to present his statements and clarifications regarding the grounds that led to his exclusion from the procedure, namely concerning requirement no. 4 of Table 1 of the notice of opening of the call (fluency in Portuguese and English, oral and written). The jury explained the context of the project, the requirements and the grounds that supported the initial decision of exclusion. The jury also analyzed the documentation submitted with the application, in particular the candidate's CV. According to the candidate's CV, the Portuguese language training is ongoing ("September 2025 – present") for levels B1+B2, with levels A1+A2 acquired in September 2025. The jury explained that the desired level corresponding to the level of fluency in Portuguese, oral and written, specified in requirement no. 4 and needed for the project would be C2 or C1, and the candidate acknowledged that he does not have yet the required level of Portuguese training and he understands the jury justifications for the exclusion.

After the hearing, the jury met to deliberate on the arguments presented by the candidate.

V – Deliberation and Decision

After the meeting and following careful analysis and due consideration, the jury decided to maintain the initial decision of exclusion, considering that the meeting and conversation with the candidate sustain the elements presented in the CV and do not alter the assessment that led to the original decision, namely the non-compliance with requirement no. 4 of Table 1 of the notice of opening of the call (fluency in Portuguese and English, oral and written). Therefore, the provisional results remain unchanged.

V - Conclusion

Following the decision taken in the previous sections, the jury confirms that the provisional results remain unchanged, and that the decision previously taken is maintained.

The candidates obtained a final classification between (21) and (76) points (out of a total of 100), with the candidate **Letícia da Silva Brito** having the highest classification (76 points).

Considering the elements presented and the final results, the candidate **Letícia da Silva Brito** gathers the conditions for the purposes of eventual selection, and the jury therefore proposes the ratification of this decision to the CCMAR Board of Directors.

With no other item on the agenda, the meeting of which these minutes were drawn up was closed. These minutes were drafted into two pages and, after being read and approved, were signed by the members of the jury.

Professor Dr. Patrícia Pinto



Professor Dr. Deborah Power



Professor Dr. João Cardoso

