

Minute 2

I - Introduction

On the 19th of January of two thousand twenty-six, at 14.00 hours and 00 minutes, the jury nominated by the CCMAR board of Directors on 07/12/2025, met by video conference, for the second meeting of the call Ref. CCMAR/BINCGAM/14/2025. 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 pessoa com mestrado), for applicants of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of Biochemistry, Biotechnology and Microbiology within the research project: PD25-00024 - SAL+ : “Biotecnologia aplicada a valorização da salicultura tradicional (SAL+)” funded by the Fundación Bancaria Caixa d’ Estalvis I Pensions de Barcelona, through Promove Program. The nominated jury was composed by Professor Deborah Power, Professor of UALG, Researcher and CCMAR member (President of the jury), Professor João Cardoso, Professor of UALG, Researcher and CCMAR member (Member of jury) and Professor Diogo Proença, Professor of UALG (Member of jury) had the following agenda items: admission and evaluation of the applications admitted for the fellowship CCMAR/BINCGAM/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

12 (twelve) applications were received:

- 1 Omer Khiam
- 2 Eshaan D Chaudhary
- 3 Humaira Zibal
- 4 Isabela Rocha
- 5 Abdelrahman Basheer Mohamed Mohamed Hassanin

- 6 Faten Haj Mabrouk
- 7 ZHU JIAQI
- 8 Camila Caroline Zeni Silva
- 9 Dalhoumi Wejden
- 10 Nazim Kuku
- 11 Alexandre Paumier-Bianco
- 12 Sergei Danchenko

Eleven applicants were admitted for evaluation and ranking (Table 1). The applicant Humaira Zibal was excluded as they did not provide the final mark of their MSc and so did not comply with criterion 1.

Table 1. Candidates admitted and proposed for the evaluation and ranking phase.

Omer Khiam
Eshaan D Chaudhary
Isabela Rocha
Abdelrahman Basheer Mohamed Mohamed Hassanin
Faten Haj Mabrouk
ZHU JIAQI
Camila Caroline Zeni Silva
Dalhoumi Wejden
Nazim Kuku
Alexandre Paumier-Bianco
Sergei Danchenko

V - Evaluation of applications

The Jury evaluated the application documents of the eligible candidates (**Table 1**) and applied the classification criteria and weighting factors set out in the vacancy announcement as shown in **Table 2** below:

Table 2. Table with the evaluation of applications.

Candidate	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6	Final Classification
Omer Khiam	32.2	11	6.7	9.2	5	0	64.1
Eshaan D Chaudhary	28.4	8.7	7.7	8.2	5	0	57.7

Isabela Rocha	28	12.2	16.7	12	9.7	0	78.5
Abdelrahman Basheer Mohamed Mohamed Hassanin	28	11.2	8.7	3.7	5	0	56.6
Faten Haj Mabrouk	24.1	8.8	3.3	4.2	5.7	0	46.1
ZHU JIAQI	31.5	11.8	7.2	0	5	5	60.5
Camila Caroline Zeni Silva	23.8	8.3	0	0	6.7	5	43.8
Dalhouni Wejden	28.4	10	3.3	2.5	3.3	0	47.5
Nazim Kuku	28.6	10	9.5	10	5.3	0	63.4
Alexandre Paumier-Bianco	28	7.2	1.7	1.7	8.8	5	52.3
Sergei Danchenko	31.1	14.2	6.7	0	9.7	0	61.6

Evaluation criteria and respective weighting:

1. *Final mark of the MSc (35%);*
2. *Demonstration of previous work experience in a scientific research laboratory in the general area of the project (15%)*
3. *Demonstrated capacity in marine and environmental microbiology and associated techniques (20%)*
4. *Demonstrated capacity of molecular biology techniques and bioinformatics and metagenomics (15%)*
5. *Speak fluent Portuguese and English and demonstrate good knowledge of written and spoken English (10%)*
6. *Hold a clean driver's license (5%)*

Note: The final grades in table 2 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 3 presents the final classification.

Table 3. Overall classification and ranking of the admitted applicants of call CCMAR/BINCGAM/14/2025, indicating the final score.

CANDIDATES	FINAL CLASSIFICATION	RANKING
Omer Khiam	64.1	2
Eshaan D Chaudhary	57.7	6
Isabela Rocha	78.5	1
Abdelrahman Basheer Mohamed Mohamed Hassanin	56.6	7
Faten Haj Mabrouk	46.1	10
ZHU JIAQI	60.5	5
Camila Caroline Zeni Silva	43.8	11
Dalhouni Wejden	47.5	9

Nazim Kuku	63.4	3
Alexandre Paumier-Bianco	52.3	8
Sergei Danchenko	61.6	4

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate **Isabela Rocha** had the highest classification (**Table 3**) and based on the elements presented in the application, candidate **Isabela Rocha** 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 3 pages, which after being read and approved were signed by the members of the jury.

Deborah Power

João Cardoso

Diogo Neves Proença

Professor Deborah Power

Professor João Cardoso

Professor Diogo Proença

(President)

(Member)

(Member)