

**Minute nº3**  
**Ref. nº CCMAR/TSI/10/2025**

**I - Introduction**

On the 18th day of July, 2025 at 15:30 hours the jury nominated by the CCMAR board of Directors on 02-06-2025, met, for the meeting 3 of the call Ref. CCMAR/TSI/10/2025. The meeting was held for the award of a position for a Research Technician (Técnico/a Superior de Investigação) (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 - HORIZON-MISS-2024-OCEAN-01-03-101212608, "*Advancing Sustainable Fisheries and Marine Ecosystem Conservation in the Atlantic and Arctic Sea basin*", funded by the European Commission under the Horizon Innovation Actions. The nominated jury present at the meeting was composed by Ana Marçalo, researcher at CCMAR and project co coordinator at CCMAR (president of the jury); Jorge Gonçalves, group leader and project co coordinator at CCMAR (full member) and Mafalda Rangel, researcher at CCMAR (full member) with the following agenda: evaluation of the applications admitted to the position CCMAR/TSI/10/2025.

**II - Statement of no conflict of interests**

We, the members of this jury, 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 of Applications**

The Jury evaluated the application documents of all the eligible candidates and applied the classification criteria and the respective weightings set out in the notice of opening of the call, as shown in table 1 below.

Criteria:

1. Proven experience in fieldwork in fisheries environments (50%)
2. Fluency in spoken and written Portuguese (20%)
3. Knowledge in Excel (independent user level) (10%)
4. Knowledge in the language R and QGIS (independent user level) (10%)
5. Valid Category B driving license and access to personal vehicle (10%)

Table 1. Evaluation of applications to call CCMAR/TSI/10/2025

Name	Criteria 1 – 50%	Criteria 2 – 20%	Criteria 3 – 10%	Criteria 4 – 10%	Criteria 5 -10%	Total
Margarida Perfeito	0	1	1	1	1	50%
Glauco Favot	0,8	1	0	0,5	1	75%
Rafael de Oliveira	0	1	1	1	1	50%
Francisca e Silva	0	1	0	0	0	20%
Rafael Ferreira	0	1	0	0	0	20%
Joana Teixeira	0	1	0,5	0	0	25%
Ana Costa	0	1	0,4	0	1	34%
Belisandra Lopes	0	1	1	0	1	40%
Diana Vaz	0	1	1	0,5	1	45%
Claudio Brandão	1	1	1	0,6	1	96%
Vivian Marinho	0	1	1	1	1	50%
Inês Casinhas	0,9	1	0,9	0,4	1	88%
Filipe Costa	0,8	1	1	0,5	1	85%
Diana Matos	0,8	1	1	1	1	90%
Beatriz Lopes	0	1	1	0,5	1	45%
Joana Prieto	0	1	0	0	1	30%
João Ribeiro	0,6	1	1	0,5	1	75%
Silvia Mortati	0	0,5	1	1	1	40%

Table 2 presents the final ranking.

Table 2 – Final Ranked classification

Name	Final grade (0-100)	Ranking
Claudio Brandão	96%	1
Diana Matos	90%	2
Inês Casinhas	88%	3
Filipe Costa	85%	4
Glauco Favot	75%	5
João Ribeiro	75%	5
Margarida Perfeito	50%	6
Rafael de Oliveira	50%	6
Vivian Marinho	50%	6
Diana Vaz	45%	7
Beatriz Lopes	45%	7
Belisandra Lopes	40%	8
Silvia Mortati	40%	8
Ana Costa	34%	9
Joana Prieto	30%	10
Joana Teixeira	25%	11
Francisca e Silva	20%	12
Rafael Ferreira	20%	12

#### IV - Conclusion

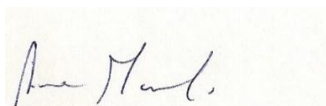
19 candidates have applied to the present call. 18 candidates were admitted (minute 2).

The 18 candidates admitted to the call obtained a final classification between points and 96 points (out of a total of 100), with the candidate **Cláudio Brandão** having the highest classification (96 points).

Considering the elements presented, the candidate **Cláudio Brandão** 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 candidates, 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.



Dr. Ana Marçalo



Dr. Jorge Gonçalves



Dr. Mafalda Rangel