

ATA Nº 2

On the twenty-ninth day of November two thousand and twenty-two, at 12:00 hours, the jury nominated by the CCMAR board of Directors on 25-10-2022, met by video conference, for the meeting 2 of the call Ref. CCMAR/IJ/06/2022. The meeting was held for the award of a Junior Researcher through the project HORIZON-CL6-2021-BIODIV-01-12: Improved science based maritime spatial planning and identification of marine protected areas, funded by Horizon Europe Framework Programme (HORIZON; HORIZON-RIA HORIZON Research and Innovation Actions). The nominated jury was composed by Doctor Jorge Assis, researcher at UALG and CCMAR, (President); Doctor David Abecasis, researcher at UALG and CCMAR (member) and Doctor Mark Costello, Project coordinator and researcher at Nord University, (member), and had the following agenda items: admission and evaluation of applications admitted to the contract CCMAR/IJ/06/2022.

II – Candidates

5 applications were received for the position:

1. Esraa Elsayed Abdo AbouElmaaty
2. Ana Navarro Campoy
3. Oussama dhaoui
4. Ana Catarina Serra Gonçalves
5. Otis Brunner

III - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to exclude 2 candidates (Table 1), for the following reason: Oussama Dhaoui and Otis Brunner do not hold the required Doctoral Degree in Biological Sciences, Environmental Sciences or related area, which is a requirement of the application.

Table 1. Candidates excluded of the evaluation and ranking phase.

Oussama Dhaoui
Otis Brunner

Three candidates proceeded to the evaluation and ranking phase (Table 2). The Jury evaluated their letter of motivation and curriculum vitae of the eligible candidates, and applied the classification criteria and respective weightings set out in the opening notice, scoring on a scale from zero to twenty (0-20), with regard to (CA) scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, (CB) activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, (CC) activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation and (CD) management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Criteria CA was classified in accordance with the scientific production presented in the CV and in the most relevant papers selected by the candidate, while the criteria CB was evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service (Annex 2 presents the individual evaluation performed by each member of the jury). The final classification of each candidate admitted to the evaluation and ranking phase was calculated based on the average of the individual evaluation made by each member of the jury (Table 2).

Table 2. Final classification of the eligible candidates calculated based on the average of the individual evaluation made by each member of the jury, which considered the candidate's scientific and curricular career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC, and scored on a scale from zero to twenty (0-20).

	Final classification
Esraa Elsayed Abdo AbouElmaaty	6.01
Ana Navarro Campoy	12.68
Ana Catarina Serra Gonçalves	15.28

Each member of the selection panel ranked the candidates according to the final classification. Unanimously, the members ranked, from highest to lowest the following candidates: (1st) Ana Catarina Serra Gonçalves, (2nd) Ana Navarro Campoy and (3rd) Esraa Elsayed Abdo AbouElmaaty.

V - Conclusion

Considering the final ranking of eligible candidates (Table 2), which was performed by each member of the panel based on the individual evaluations (Annex 2), the Jury unanimously voted on Ana Catarina Serra Gonçalves as the candidate to be hired, a decision that will be communicated promptly.

With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 2 pages, and annexes, which after being read and approved were signed by the members of the jury.

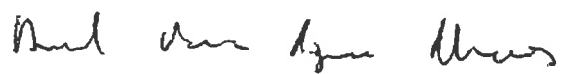
Dr. Jorge Assis
(President)

Handwritten signature of Jorge Assis in black ink.

Dr. Mark Costello
(member)

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Dr. David Abecasis
(member)

Handwritten signature of David Abecasis in black ink.

Annex 1

Statement of no conflict of interests

Call no. CCMAR/IJ/06/2022

We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, no where, 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.

Date: 29-11-2022

By the members of the Jury:

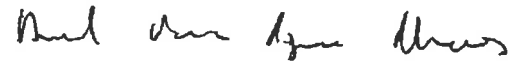
Dr. Jorge Assis



Dr. Mark Costello



Dr. David Abecasis



ATA N.º 2
CCMAR/IJ/06/2022

JUNIOR RESEARCHER (M/F) in the area of marine ecology - 1 VACANCY

Project: HORIZON-CL6-2021-BIODIV-01-12

ANNEX 2
CURRICULAR EVALUATION

Candidate: Esraa Elsayed Abdo AbouElmaaty

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	<p>The candidate published 4 peer reviewed scientific papers, 1 of which in an international journal and 1 as 1st author.</p> <p>The candidate published 2 reports.</p> <p>None of the scientific and technological production in the scope of project MPAEurope.</p>	5
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	<p>The candidate participated in multiple scientific activities (workshops / training courses / seminars), however, only one of which is in the scope of the project MPAEurope (EURO-ARGO);</p> <p>The candidate demonstrated no experience in R or Python computing languages;</p> <p>The candidate demonstrated no ability to perform environmental data acquisition from open-source platforms;</p> <p>The candidate did not participate in research projects funded by competitive funding agencies.</p>	5
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	<p>The candidate did not supervise students;</p> <p>The candidate participated in numerous conferences, however, not as poster or oral communications;</p> <p>The candidate did not outreach for the general public.</p>	8
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and	The candidate demonstrates little experience in managing science, technology and innovation programs.	10

technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).		
Final score		5.17

Candidate: Ana Navarro Campoy

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	<p>The candidate published 5 peer reviewed scientific papers, of which 4 in an international journal and 2 as 1st author.</p> <p>The candidate published 2 thesis reports.</p> <p>The scientific and technological production in the scope of project MPAAEurope.</p>	13
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	<p>The candidate participated in multiple scientific activities (field technician / workshops / training courses), many of which in the scope of the project MPAAEurope;</p> <p>The candidate demonstrated experience in R computing language;</p> <p>The candidate demonstrated no ability to perform environmental data acquisition from open-source platforms;</p> <p>The candidate did not participate in research projects funded by competitive funding agencies.</p>	12
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	<p>The candidate did not supervise students;</p> <p>The candidate demonstrated teaching experience;</p> <p>The candidate participated in numerous conferences, both with oral and poster communications;</p> <p>The candidate did not outreach for the general public.</p>	15
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring	The candidate demonstrates no experience in managing science, technology and innovation programs.	0

and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).		
Final score		12.80

Candidate: Ana Catarina Serra Gonçalves

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	<p>The candidate published 8 peer reviewed scientific papers, of which 5 in an international journal and 3 as 1st author.</p> <p>The candidate published 3 reports, 2 of which as thesis.</p> <p>The scientific and technological production in the scope of project MPAEurope.</p>	14
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	<p>The candidate participated in multiple scientific activities (field technician / demonstrator / volunteer / NOG management), however, none of which directly in the scope of the project MPAEurope;</p> <p>The candidate demonstrated experience in R computing language.</p> <p>The candidate demonstrated experience in environmental data acquisition from open-source platforms.</p> <p>The candidate participated in research projects funded by competitive funding agencies.</p>	15
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and	<p>The candidate demonstrated experience in supervising students and teaching;</p> <p>The candidate participated in multiple conferences, both with oral and poster communications;</p> <p>The candidate outreached for the general</p>	15

experience in orientation (4%);	public.	
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).	The candidate demonstrates little experience in managing science, technology and innovation programs.	10
Final score		14.15

Doctor Jorge Assis, researcher at UALG and CCMAR

President of the Juri



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JUNIOR RESEARCHER (M/F) in the area of marine ecology - 1 VACANCY

Project: HORIZON-CL6-2021-BIODIV-01-12

ANNEX 2
CURRICULAR EVALUATION

Candidate: Esraa Elsayed Abdo AbouElmaaty

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	In the last 5 years, the candidate shows little scientific and technological production, with only 4 peer reviewed scientific papers. Only one of these papers was in an international journal and one as leading author. The candidate also published 2 reports. All scientific and technological production was not in the scope of the tasks of project MPAEurope.	5
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	In the last 5 years, the candidate participated in multiple applied or based on practice research, however, only activity was in the scope of the project MPAEurope (EURO-ARGO); From all activities listed, the candidate shows no ability to program in computing languages such as R and Python nor to perform environmental data acquisition from open-source platforms such as the European Copernicus service. From all activities listed, it seems that the candidate did not participate in research projects funded by competitive funding agencies.	5
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	In the last 5 years, the candidate did not supervise students (e.g., PhD thesis). I also found that the candidate participated in numerous conferences, but none of them listed as poster or oral communications. None of the activities of extension and dissemination of knowledge aimed for the general public.	6
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and	In the last 5 years, the candidate demonstrates some degree of experience in managing science, technology, and innovation programs.	10

technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).		
Final score		5.09

Candidate: Ana Navarro Campoy

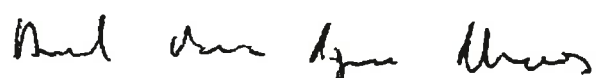
Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	In the last 5 years, the candidate shows moderate scientific and technological production, with 5 peer reviewed scientific papers, 4 of which in an international journal and 2 of them as first author. The candidate also published 2 reports. All scientific and technological production was partially in the scope of the tasks of project MPAEurope.	12
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	In the last 5 years, the candidate participated in multiple applied or based on practice research, many of these activities were in the scope of the project MPAEurope; From all activities listed, the candidate shows ability to program in computing languages (R) but not to perform environmental data acquisition from open-source platforms such as the European Copernicus service. From all activities listed, it seems that the candidate did not participate in research projects funded by competitive funding agencies.	12
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	In the last 5 years, the candidate did not supervise students (e.g., PhD thesis), yet, the candidate demonstrated teaching experience. I also found that the candidate participated in numerous conferences, both listed as poster or oral communications. None of the activities of extension and dissemination of knowledge aimed for the general public.	14
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher	In the last 5 years, the candidate demonstrates no experience in managing science, technology and innovation programs.	0

education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).		
Final score		11.96

Candidate: Ana Catarina Serra Gonçalves

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	In the last 5 years, the candidate shows a good scientific and technological production, with 8 peer reviewed scientific papers, 5 of which in an international journal and three as leading author. The candidate also published 3 reports. All scientific and technological production was made partially in the scope of the tasks of project MPAAEurope.	15
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	In the last 5 years, the candidate participated in multiple applied or based on practice research, many of these activities were in the scope of the project MPAAEurope (e.g., data demonstrator); From all activities listed, the candidate shows ability to program in computing languages (R) and to perform environmental data acquisition from open-source platforms such as the European Copernicus service. The candidate participated in research projects funded by competitive funding agencies.	15
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	In the last 5 years, the candidate supervised students and demonstrated teaching experience. I also found that the candidate participated in numerous conferences, both listed as poster or oral communications. Many of the activities of extension and dissemination of knowledge aimed, at least partially, for the general public.	16

<p>CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).</p>	<p>In the last 5 years, the candidate demonstrates some degree of experience in managing science, technology and innovation programs.</p>	<p>10</p>
<p>Final score</p>		<p>14.99</p>



Dr. David Abecasis, researcher at UALG and CCMAR
 Member of the Juri

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JUNIOR RESEARCHER (M/F) in the area of marine ecology - 1 VACANCY

Project: HORIZON-CL6-2021-BIODIV-01-12

ANNEX 2
CURRICULAR EVALUATION

Candidate: Esraa Elsayed Abdo AbouElmaaty

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	Regarding the CA criteria, I found the scientific and technological production of the candidate relatively poor, with only 4 peer reviewed scientific papers published so far. Of these, one only was in an international journal and one as first author. The candidate also published reports. All of the candidates' production was not aligned with project MPAAEurope, which aims for the conservation and management of marine biodiversity.	8
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	Regarding the CB criteria, I verified that the candidate participated in multiple workshops, training courses and seminars. Yet, she did not demonstrate the ability to program in computing languages such as R and Python nor the ability to perform environmental data acquisition from open-source platforms. The candidate did not list her participation in research projects, so I assume that she was not involved in international projects.	6
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	Regarding the CC criteria, I verified that the candidate participated in numerous conferences, however, never with poster or oral communications. Also, the candidate did not supervise students and did not outreach for the general public.	10
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring	Regarding the CD criteria, I verify that the candidate demonstrates little to no experience in managing science, technology and innovation programs.	8

and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).		
Final score		7.78

Candidate: Ana Navarro Campoy

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	Regarding the CA criteria, I found the scientific and technological production of the candidate adequate, with 5 peer reviewed papers, most of which in international journals and 2 of them as leading author. The candidate also published reports. All of the candidates' production was, in great part, aligned with project MPAEurope.	14
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	Regarding the CB criteria, I verified that the candidate participated in multiple activities, such as field technician, workshops and training courses. She demonstrated the ability to program in computing languages such as R, but not the ability to perform environmental data acquisition from open-source platforms. The candidate did not list her participation in research projects, so I assume that she was not involved in international projects.	10
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	Regarding the CC criteria, I verified that the candidate participated in numerous conferences, both with oral and poster communications. The candidate did not supervise students, yet, she demonstrated some degree of teaching experience. The candidate did not outreach for the general public.	15
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and	Regarding the CD criteria, I verify that the candidate demonstrates no experience in managing science, technology and innovation programs.	0

technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).		
Final score		13.30

Candidate: Ana Catarina Serra Gonçalves

Criteria	Rationale	Score (0-20)
CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined. The content of the scientific production is more relevant than the publication metrics, or the publisher entity. (80%);	Regarding the CA criteria, I found the scientific and technological production of the candidate noteworthy, with 8 peer reviewed papers, most of which in international journals and 3 of them as leading author. The candidate also published reports. All of the candidates' production was aligned with project MPAEurope.	17
CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (15%); evaluated in accordance with their relevance to project aims, namely, demonstrated ability to program in computing languages such as R and Python and demonstrated ability to perform environmental data acquisition from open-source platforms such as the European Copernicus service.	Regarding the CB criteria, I verified that the candidate participated in multiple activities, such as field technician, demonstrator, and as volunteer for multiple initiatives. She demonstrated the ability to program in computing languages such as R and Python, and the ability to perform environmental data acquisition from open-source platforms. The candidate participated in research projects funded by competitive funding agencies.	16
CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (4%);	Regarding the CC criteria, I verified that the candidate participated in numerous conferences, both with oral and poster communications. The candidate supervised students, and demonstrated some degree of teaching experience. The candidate outreached for the general public.	15

<p>CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (1%).</p>	<p>Regarding the CD criteria, I verify that the candidate demonstrates some degree of experience in managing science, technology and innovation programs.</p>	<p>12</p>
<p>Final score</p>		<p>16.72</p>

Dr. Mark Costello, Project coordinator and researcher at Nord University

Member of the Juri

