

**Minute nº2**  
**Ref.ª CCMAR/IJ/04/2022**

**International call for 1 vacancy for Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract through the research project DivRestore/0013/2020 - “Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade.” funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.**

**I – Introduction**

On the 17th day of August of two thousand and twenty-two, at 16:00 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 19/07/2022 for the call Ref. CCMAR/IJ/04/2022. The meeting was held for the award of a position of Junior researcher (M/F) under an uncertain term employment contract within the research project: DivRestore/0013/2020 - “*Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade.*” funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES. The jury is composed of Professor Ester Serrão; coordinator of the project, Professor at Algarve University, (President), Doctor João Neiva, researcher at UALG and CCMAR (member) and Doctor Gareth Pearson, researcher at CCMAR (Member), and had the following agenda item: admission and evaluation of applications to the position CCMAR/IJ/03/2022.

**II - Candidates**

Three applications were received for the position of junior researcher:

- Márcio André Guerreiro Coelho
- Maria Ana Dionisio
- Alvaro J. Sanchez Martinez

**III – Exclusion of applications**

The jury analysed the applications, considering the mandatory documents and requirements and decided to admit one candidate, excluding Alvaro J. Sanchez Martinez because the applicant fail to fulfil the requirement of holding a doctoral degree; and Maria Ana Dionisio because the applicant fail to fulfil the requirement of having completed her PhD no more than 5 years before the application date.

**IV – Evaluation of applications**

The remaining candidate was admitted to the evaluation and ranking (phase Table 1).

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

Márcio André Guerreiro Coelho
-------------------------------

The jury evaluated the application documents of the candidate and scored the candidate applying the evaluation criteria and weighting factors defined in the first meeting.

The individual scores by each member of the jury are in Annex 2.

Table 2 presents the overall classification by each member of the jury.

Table 2. Overall classification of the admitted applicants of call CCMAR/IJ/04/2022:

Candidate	President of the jury - Professor Ester Serrão	Member Doctor João Neiva	Member Doctor Gareth Pearson
Name of applicant 1	Márcio A. G. Coelho	Márcio. A.G. Coelho	Márcio. A. G. Coelho

After assigning scores to the only remaining candidate, the jury proceed to the vote of the candidate to be placed in the first place, in which the candidate Márcio André Guerreiro Coelho was automatically assigned considering that just one candidate remained.

Table 3 presents the final ranking of the candidates.

Table 3. Final ranking of the candidates - call CCMAR/IJ/04/2022:

Candidate	Final Ranking
Márcio André Guerreiro Coelho	1 <sup>st</sup>

#### IV – Conclusion

The candidate ranked in the first place was Márcio André Guerreiro Coelho.

Considering the elements presented, the candidate Márcio André Guerreiro Coelho meets the conditions for the purpose of eventual selection. The jury will proceed to the right of prior hearing of the candidates, setting a deadline of 10 working days for them to claim what they consider to be convenient, whether in relation to scientific or procedural matters.

With no other item in the agenda, the meeting of which 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.

  
Professor Ester Serrão

  
Dr. João Neiva

  
Dr. Gareth Pearson

**Annex 1**

**Statement of no conflict of interests**

**Call no. CCMAR/IJ/04/2022**

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 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: 17-08-2022

By the members of the Jury:



Professor Ester Serrão



Dr. João Neiva



Dr. Gareth Pearson

## ANNEX 2

### Minute N.º 2 - CCMAR/IJ/04/2022

International call for 1 vacancy for Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract through the research project DivRestore/0013/2020 - "Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade." funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.

### Curricular assessment

Candidate: Márcio André Guerreiro Coelho

Criteria	Assessment justification	Score
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. (5%);	The candidate has scientific publications in the last 5 years in the specific area of coral ecosystems and marine environments in general. One publication as last author (mapping of coral diversity and bottom fishing impacts on these habitats in Sagres using bycatch data) is highly relevant for the topic of this project. Other publications are indirectly linked to coral diversity in temperate marine systems.	0.90
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 (70%);	The scientific activities (courses, recent projects) are directly linked to coral habitat mapping and coral restoration. The candidate has coordinated tasks of one project engaging fishermen in coral restoration and biodiversity assessment, and has co-founded an initiative and secured funding to continue that work. Participation in the elaboration of technical reports about coral habitats in Portugal.	13.65
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 (15%);	Experience supervising students including a MSc thesis in the topic of the project conducting coral transplantation experiments using bycatch biomass. Participation in multiple events of dissemination of knowledge to the public and demonstrated experience engaging fisherman in research; co-funded website to improve ocean literacy.	2.7
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 (10%).	The candidate shows some experience in the field of management activities of scientific projects. including the preparation of highly rated, but unsuccessful, project proposals (FCT and EU funding programmes)	1.6
<b>Final Score</b>		<b>18.85</b>

Professor Ester Serrão, President of the jury

*Ester Serrão*

## ANNEX 2

### Minute N.º 2 - CCMAR/IJ/04/2022

International call for 1 vacancy for Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract through the research project DivRestore/0013/2020 - "Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade." funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.

### Curricular assessment

Candidate: Márcio André Guerreiro Coelho

Criteria	Assessment justification	Score
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. (5%);	The applicant has publications in the last 5 years in the relevant areas, including a last-author publication directly related to topic of the project. A few publications on experimental ecology and phylogenomics recently submitted or in review. Past participation in scientific meetings/congresses but none in the last 5 years.	0.80
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 (70%);	The scientific activities (courses, recent projects) are directly linked to the topic of this application, particularly biodiversity assessment (coral diversity mapping) and restoration of coral habitats. The candidate has coordinated and led project tasks on both topics and have contributed technical and project reports about corals ecosystems in Portugal. All that work involved fishermen participation.	12.60
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 (15%);	Experience supervising students including on topics highly relevant for this application. Moderate to high level of experience in dissemination of knowledge to the public.	2.85
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 (10%).	Some experience in management activities of scientific projects, including securing of funding for research. Teaching experience abroad. Reference to several high-quality project proposals, including some granted the seal of excellence by EU.	1.5
<b>Final Score</b>		<b>17.75</b>

Doctor João Neiva, Member



## ANNEX 2

### Minute N.º 2 - CCMAR/IJ/04/2022

International call for 1 vacancy for Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract through the research project DivRestore/0013/2020 - "Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade." funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.

### Curricular assessment

Candidate: Márcio André Guerreiro Coelho

Criteria	Assessment justification	Score
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. (5%);	The applicant has publications in the last 5 years in the relevant areas, with a few as first author recently submitted (coral genomics); one of the publications (as last author) is highly relevant to the topic of biodiversity assessment of this project as it engaged fishermen and used coral bycatch data; no participation in scientific meetings in the last 5 years, despite some during graduate studies.	0.75
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 (70%);	Multiple scientific activities with connection to coral ecology and restoration; experience managing projects, notably engaging fishermen in efforts to recue coral bycatch for restoration work, including a recently funded non-profit initiative; experience in coral transplantation techniques; produced technical and project reports.	12.95
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 (15%);	The candidate has participated in multiple events of outreach in the past 5 years and contributed to public expositions in reputable institutions in Portugal; has experience supervising students.	3
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 (10%).	Some experience in management activities of scientific projects; has secured funding for coral restoration work involving local fishing communities. Demonstrable experience preparing high-quality project proposals.	1.65
<b>Final Score</b>		<b>18.35</b>

Doctor Gareth Pearson, Member

