

Minute nº1

Ref. nº CCMAR/IJ/12/2021

On the twenty of January two thousand and twenty-two, at fourteen hours and thirty minutes, the jury nominated by the CCMAR board of Directors on 20/12/2021, met by video conference, for the meeting 1 of the call Ref. CCMAR/IJ/12/2021. 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: "*GreenValue: Explorando plantas tolerantes ao sal como fontes de aditivos alimentares inovadores*", ref. PTDC/BAA-AGR/1391/2020 funded by Orçamento de Estado, through Fundação para a Ciência e Tecnologia, I.P. (FCT). The nominated jury was composed by Dr. Luísa Custódio (President), Professor Isabel Ratão, Professor at Algarve University (member) and Professor André Lopes, Professor at Algarve University (member), and had the following agenda items: the definition of the requirements of the selection criteria, functioning of the selection panel and elaboration of the announcement of the present call.

Required Profile

The candidate must have, cumulatively:

1. Doctorate in Earth, Marine and Environmental Sciences, or related disciplines.
2. Experience in the last 5 years in:
 - a) Evaluation of biological activities in natural extracts of salt-tolerant plants
 - b) Analysis of the chemical and nutritional profile of salt-tolerant plants

Preference will be given to applicants that have:

1. Participated in projects involving the areas/techniques indicated in point 2 of the requirements;
2. Experience in the preparation of natural extracts from salt-tolerant plants, and evaluation of their bioactivities, namely: evaluation of antioxidant activity (by in vitro systems, including those using mammalian cell lines); determination of tyrosinase inhibitory activity; determination of cytotoxic potential using models of mammalian cell lines, and *Artemia salina*;
3. Experience in evaluating the chemical and nutritional profile of biomass of salt-tolerant plants, namely: proximal analysis, minerals, amino acids, vitamins, antinutrients, phenolic compounds;
4. Experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements, in the last 5 years;
5. Scientific articles involving the areas/techniques indicated in point 2 of the requirements in the last 5 years, with the content of the scientific production being more relevant than the publication metrics, or the entity that published it. In the event of a tie between candidates during the selection process, this argument may be used to select the candidates.

Evaluation and Selection Procedure

The evaluation and selection of applications will consider 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, as follows (scored on a scale from zero to twenty (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. (30%);

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 (50%);

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 (10%);

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 **CA** criterion will be scored according to the scientific articles involving the areas/techniques indicated in point 2 of the requirements and profile in the last 5 years, with the content of the scientific production being more relevant than the publication metrics, or than the entity who published it (30%).

The **CB** criterion will be scored according to its relevance to the tasks to be performed in the project, namely:

- Participation in projects involving the areas/techniques indicated in point 2 of the requirements (15%);
- Experience in the preparation of natural extracts from salt-tolerant plants, and assessment of their bioactivities, namely: assessment of antioxidant activity (by in vitro systems, including those using mammalian cell lines); determination of tyrosinase inhibitory activity; determining the cytotoxic potential, using mammalian cell line models, and *Artemia salina*; (15%);
- Experience in evaluating the chemical and nutritional profile of biomass of salt-tolerant plants, namely: Proximal analysis, minerals, amino acids, vitamins, antinutrients, phenolic compounds; (10%);
- Experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years (10%).

The period of five years referred in the evaluation criteria may be increased by the selection panel, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave,

prolonged serious illness, and other situations of unavailability for work legally protected.

Functioning of the Selection Panel

Evaluation (0-20 points) is performed through the documental assessment of the motivation letter in English (including a personal assessment of the relevance of the activities of the last five years for the present application), and the CV that will include the activities of the specific field and of the scientific and professional path of the applicant and of up to 5 scientific papers of the candidate's choice.

The score of each candidate is obtained from the sums of the scores of each criterion multiplied by the weights according to the formulation:

$$C = CA*30\% + CB*50\% + CC*10\% + CD*10\%$$

The final score of each candidate is obtained by the sum of the curricular assessment scores (C) rounded to the tenth.


After determining the final score C of all candidates, each member of the selection panel will rank the candidates according to the final scores assigned to them from the highest to the lowest. Abstentions are not allowed. This is followed by the vote to the first place and for each successive place. A candidate is selected when they receive the majority of votes. If this does not happen in the first round of voting, the least ranked candidate is eliminated, and the procedure is repeated with the remaining candidates. In case of a draw the vote of the President of the selection panel is decisive.


The selection panel will write minutes of the meetings with a description of the evaluation and selection process including an ordered list of candidates, their classification, and the final decision. The CCMAR Board of Directors shall validate the final decision of the selection panel.

If no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the position because of failure to comply with documentary requirements or any other reason, or later during the contract if they resign, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions based on the selectable reservation list that can be used up to 12 months of the date of the present announcement.

Finally, the jury prepared the announcement of the present call. Without any other item, the present meeting has terminated. The present minute with three (3) pages and annex was read, approved, and shall be signed by the members of the jury.


Dr. Luísa Custódio


Prof. Isabel Ratão


Prof. André Lopes

Annex

Statement of no conflict of interests

Call no. CCMAR/IJ/12/2021

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: 20/01/2022

By the members of the Jury:



Dr. Luísa Custódio



Prof. Isabel Ratão



Prof. André Lopes