

Minute nº2
Ref. nº CCMAR/IJ/12/2021

International call for a Junior Researcher (M/F) of any nationality, including stateless candidates, 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).

I – Introduction

On the 8th of March two thousand and twenty-two, at 10 hours and 30 minutes, the jury nominated by the CCMAR board of Directors on 20/12/2021, met by video conference, for the meeting 2 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: admission and evaluation of applications to the position CCMAR/IJ/12/2021.

II - Candidates

Six applications were received for the position of junior researcher:

- Mehmet Arif Zoral
- Catarina Alexandra Guerreiro Pereira
- Jawhar Hafsa
- Maria João da Silva Rodrigues
- Douglas Vieira Thomaz
- Soukaina El-Guendouz

III – Exclusion of applications

The jury analysed the applications, considering the mandatory documents and requirements and decided to exclude Mehmet Arif Zoral, Douglas Vieira Thomaz and Soukaina El-Guendouz, because they fail to comply with item 2 of the required profile (Experience in the last 5 years in: a) Evaluation of biological activities in natural extracts of salt-tolerant plants and b) Analysis of the chemical and nutritional profile of salt-tolerant plants).

IV – Evaluation of applications

Three candidates were admitted to the evaluation and ranking phase (Table 1). The jury evaluated the application documents of the eligible candidates and applied the evaluation criteria and weighting factors set out in the vacancy announcement, considering the research field of the project.

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

Catarina Alexandra Guerreiro Pereira
Jawhar Hafsa
Maria João da Silva Rodrigues

Annex 2 presents the individual evaluation of candidates performed by each member of the jury. Table 2 presents the overall classification by each member of the jury.

Table 2. Overall classification of the admitted applicants of call CCMAR/IJ/12/2021:

Candidate	President of the jury Dr. Luisa Custódio	Member Dr. Isabel Ratão	Member Dr. André Lopes
Catarina Alexandra Guerreiro Pereira	18.1	18.05	18.05
Jawhar Hafsa	15.8	15.2	15.1
Maria João da Silva Rodrigues	18.9	18.9	18.7

After assigning scores to all candidates, the jury proceed to the vote of the candidate to be placed in the first place in which the candidate Maria João da Silva Rodrigues received 3 votes. The vote to decide the second place proceed and the candidate Catarina Alexandra Guerreiro Pereira received 3 votes. Considering that just one candidate remained the third place was automatically assigned. Table 3 presents the final ranking of the candidates.

Table 3. Final ranking of the candidates - call CCMAR/IJ/12/2021:


Candidate	Final Ranking
Maria João da Silva Rodrigues	1 st
Catarina Alexandra Guerreiro Pereira	2 nd
Jawhar Hafsa	3 rd

IV – Conclusion

The candidate ranked in the first place was Maria João da Silva Rodrigues. Considering the elements presented, the candidate Maria João da Silva Rodrigues 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 2 annexes, which after being read and approved were signed by the members of the jury.


Dr. Luisa Custódio


Dr. Isabel Ratão


Dr. André Lopes

Annex 1

Statement of no conflict of interests

Call no. CCMAR/U/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: 08/March/2022

By the members of the Jury:



Dr. Luisa Custódio



Dr. Isabel Ratão



Dr. André Lopes

ANNEX 2

Minute N.º 2

CCMAR/IJ/12/2021

International call for a junior researcher (M/F) vacancy under an uncertain term employment contract, within the scope of the research project PTDC/BAA-AGR/1391/2020 – “Exploring salt tolerant plants as sources of innovative food additives.”, funded by the Portuguese Foundation for Science and Technology, I.P./MCTES through Portuguese national funds (PIDDAC).

Curricular assessment

Candidate: Catarina Alexandra Guerreiro Pereira

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. (30%);	The candidate presents excellent scientific articles involving the areas/techniques indicated in point 2 of the requirements.	18
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%);	The candidate participated in projects involving the areas/techniques indicated in point 2 of the requirements. The candidate has experience in the preparation of natural extracts from salt-tolerant plants, assessment of their bioactivities, namely 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; evaluation of chemical and nutritional profile of biomass of salt-tolerant plants, (proximal analysis, minerals, amino acids, vitamins, phenolic compounds). The candidate also has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years.	18
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%);	The candidate participated in conferences, lectures, and classes. The candidate also has experience in student supervision in the areas indicated in point 2 of the requirements.	18
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 is the Co-Pi of a R&D project related with the cultivation of salt tolerant plants and in the last 5 years participated in 5 R&D projects related with different aspects of salt tolerant plants biotechnology.	19
Final Score		18.1

Luísa Custódio, principal Researcher,

Luísa Custódio

Curricular assessment

Candidate: Maria João Rodrigues

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. (30%);	The candidate presents excellent scientific articles involving the areas/techniques indicated in point 2 of the requirements.	19
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%);	The candidate participated in several projects involving the areas/techniques indicated in point 2 of the requirements. The candidate also has experience in: the preparation of natural extracts from salt-tolerant plants, 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 <i>Artemia salina</i> ; evaluation of chemical and nutritional profile of biomass of salt-tolerant plants, namely: proximal analysis, minerals, amino acids, vitamins and phenolic compounds. The candidate also has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years.	19
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%);	The candidate participated in conferences, lectures, and classes. The candidate also has experience in student supervision in the areas indicated in point 2 of the requirements.	18
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 participated in 6 R&D projects related with different aspects of salt tolerant plants biotechnology.	19
Final Score		18.9

Luísa Custódio, principal Researcher,

Luísa Custódio

Curricular assessment

Candidate: Jawhar Hafsa

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. (30%);	The candidate presents good scientific articles involving the areas/techniques indicated in point 2 of the requirements.	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 (50%);	The candidate does not present evidence of the participation in projects involving the areas/techniques indicated in point 2 of the requirements. The candidate has experience in the preparation of natural extracts from salt-tolerant plants, assessment of their bioactivities (antioxidant activity by in vitro systems, determining the cytotoxic potential, using mammalian cell line models, evaluation of the chemical profile of biomass of salt-tolerant plants, namely total levels of phenolic compounds. The candidate also has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years.	17
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%);	In the last 5 years the candidate has participated in internship, training and teaching. The candidate does not provide evidence on student supervision in the areas indicated in point 2 of the requirements.	12
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 does not present evidence of the participation or writing of R&D projects related with salt tolerant plants.	10
Final Score		15.8

Lúisa Custódio, principal Researcher

Lúisa Custódio

Curricular assessment

Candidate: Maria João Rodrigues

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. (30%);	The candidate presents excellent scientific production in the areas/techniques indicated in point 2 of the requirements.	18.5
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 (50%);	The candidate participated in several projects involving the areas/techniques indicated in point 2 of the requirements. The candidate has experience in all techniques indicated in the point 2 of the requirements (preparation of natural extracts from salt-tolerant plants, 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 <i>Artemia salina</i> ; evaluation of chemical and nutritional profile of biomass of salt-tolerant plants, namely: proximal analysis, minerals, amino acids, vitamins and phenolic compounds. The candidate also has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years.	19
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%);	The candidate participated in conferences, lectures, and classes. The candidate also has experience in student supervision in the areas indicated in point 2 of the requirements.	18
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 participated in 6 R&D projects related with different aspects of salt tolerant plants biotechnology.	18.5
Final Score		

André Lopes, Assistant Professor,

André Duarte Lopes

Curricular assessment

Candidate: Catarina Alexandra Guerreiro Pereira

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. (30%);	The candidate presents very good scientific production on the areas/techniques indicated in point 2 of the requirements.	18
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%);	The candidate presents evidence of the participation in projects on the point 2 of the requirements. The candidate also presents evidence of experience in the preparation of natural extracts from salt-tolerant plants, assessment of their bioactivities (antioxidant activity by in vitro systems, including those using mammalian cell lines; determination of tyrosinase inhibitory activity; determination of cytotoxicity using mammalian cell line models; evaluation of chemical and nutritional profile of biomass of salt-tolerant plants, namely proximal analysis, minerals, amino acids, vitamins, phenolic compounds). The candidate has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years.	18
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%);	The candidate participated in conferences, lectures, and classes, and has experience in student supervision in the areas indicated in point 2 of the requirements.	17.5
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 is the Co-Pi of a R&D project focusing on the cultivation of salt tolerant plants. In the last 5 years the candidate participated in 5 R&D projects involving salt tolerant plan.	19
Final Score		

André Lopes, Assistant Professor,

André Duarte 24/10

Curricular assessment

Candidate: Jawhar Hafsa

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. (30%);	The candidate has good scientific production in the areas/techniques of point 2 of the requirements.	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 (50%);	The candidate does not present evidence of the participation in projects involving the areas/techniques indicated in point 2 of the requirements. The candidate has experience in the preparation of natural extracts from salt-tolerant plants and determination of bioactivities (antioxidant activity by in vitro systems, cytotoxicity using mammalian cell line models, determination of the total levels of phenolic compounds in extracts from salt tolerant plants). The candidate has some experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements.	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 (10%);	The candidate has participated in internship, training, and teaching, but does not provide evidence on student supervision in the areas indicated in point 2 of the requirements.	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 candidate does not present evidence of the participation or writing of R&D projects related with salt tolerant plants.	10
Final Score		

André Lopes, Assistant Professor,

Curricular assessment

Candidate: Jawhar Hafsa

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. (30%);	The candidate presented good scientific production in the areas/techniques of point 2 of the requirements.	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 (50%);	The candidate has experience in the preparation of natural extracts from salt-tolerant plants and determination of bioactivities (antioxidant activity by in vitro systems, cytotoxicity using mammalian cell line models, determination of the total levels of phenolic compounds in extracts from salt tolerant plants). The candidate has some experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements, but does not present evidence of the participation in projects involving the areas/techniques indicated in point 2 of the requirements.	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 (10%);	The candidate has participated in internship, training, and teaching, but does not provide evidence on student supervision in the areas indicated in point 2 of the requirements.	11
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 doesn't show evidence of the participation or writing of R&D projects related with salt tolerant plants.	10
Final Score		15,2

Isabel Ratão, Adjunct Professor,

Isabel M. C. Ratão

Curricular assessment

Candidate: Maria João Rodrigues

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. (30%);	The candidate presents a very good scientific production in the areas/techniques indicated in point 2 of the requirements.	19
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%);	The candidate participated in several projects involving the areas/techniques indicated in point 2 of the requirements and the candidate also has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years. The candidate has experience in all techniques indicated in the point 2 of the requirements (preparation of natural extracts from salt-tolerant plants, 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 <i>Artemia salina</i> ; evaluation of chemical and nutritional profile of biomass of salt-tolerant plants, namely: proximal analysis, minerals, amino acids, vitamins and phenolic compounds.	19
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%);	The candidate has experience in student supervision in the areas indicated in point 2 of the requirements and has been participating in conferences, lectures, and classes.	18
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 participated in 6 R&D projects related with different aspects of salt tolerant plants.	19
Final Score		18,9

Isabel Ratão, Adjunct Professor,

Isabel H. C. Ratão

Curricular assessment

Candidate: Catarina Alexandra Guerreiro Pereira

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. (30%);	The candidate presents a significant scientific production on the areas/techniques indicated in point 2 of the requirements.	18
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%);	The candidate proved her participation in projects on the point 2 of the requirements and has experience in the preparation of natural extracts from salt-tolerant plants, assessment of their bioactivities (antioxidant activity by in vitro systems, including those using mammalian cell lines; determination of tyrosinase inhibitory activity; determination of cytotoxicity using mammalian cell line models; evaluation of chemical and nutritional profile of biomass of salt-tolerant plants, namely proximal analysis, minerals, amino acids, vitamins, phenolic compounds). The candidate also has experience in the supervision/co-supervision of students in the areas/techniques indicated in point 2 of the requirements in the last 5 years.	18
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%);	The candidate has experience in student supervision in the areas indicated in point 2 of the requirements and has been participating in conferences, lectures, and classes.	18
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%).	In the last 5 years the candidate participated in 5 R&D projects involving salt tolerant plants and is the Co-Pi of a R&D project focusing on the cultivation of salt tolerant plants.	18,5
Final Score		18,05

Isabel Ratão, Adjunct Professor,