

ATA Nº 2

On the 24th day of July two thousand and twenty-three, at 09:00 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 19/04/2023 for the call Ref. CCMAR/IJ/07/2023. 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: Ref. C644915664-00000026 - PRR: Pacto Bioeconomia Azul - Transversal Biobancos (WP 9), funded by PRR Plano de Recuperação e Resiliência. The jury is composed of Professor Ester Serrão, Professor at Algarve University and researcher at CCMAR (President), Doctor Neusa Martins, researcher at UALG and CCMAR (member) and Doctor Aschwin Engelen, researcher at CCMAR (member), and had the following agenda items: admission and evaluation of applications admitted to the contract CCMAR/IJ/07/2023.

II – Candidates

7 applications were received for the position:

Sarvenaz Bigham Soostani

José Manuel Carita Gonçalves

Jorge Rapp Cabrera

Sirwe Ghaderpour

Juliana Botelho Moreira

Cicero Alves Lima Junior

Suelen Goettems Kuntzler

III - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the candidate Jorge Rapp Cabrera as his profile did not present the following requirement: "PhD in Biological Sciences or related areas"

The remaining 6 candidates who applied were admitted to the evaluation and preliminary ranking phase. The jury felt the need to interview 2 candidates to clarify some curricular items used to grade the candidates:

- Juliana Botelho Moreira
- Cicero Alves Lima Junior

The candidate Juliana Botelho Moreira declined to be interviewed. The candidate Cicero Alves Lima Junior was interviewed on the 6th of July 2023.

IV – Evaluation of applications

Evaluation (from 0-20 points) is performed through the documental assessment of the motivation letter (including a personal assessment of the relevance of the activities of the last five years for the present application, highlighting the chosen scientific publications), 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 3 scientific papers of the candidate's choice in accordance with the following criteria:

CA) Scientific and technological, cultural or artistic 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. (50%);

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 (30%);

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 it is also included experience in orientation (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 (15%).

Criteria CA will be classified in accordance with the scientific production presented by the candidate.

The CB sub-Criteria will be evaluated in accordance with their relevance to project aims, namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction (100%)

Annex 2 presents the individual evaluation performed by each member of the jury.

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 Cicero Alves Lima Junior received 3 votes. The jury then continuing voting in accordance with table 1 which presents the order of vote, individual vote and candidate selected in each vote. The final ranking of the candidates is indicated in Table 2 and on the basis of the evaluation.

Table 1 - Order of vote, individual vote and candidate selected in each vote.

Order of place	Professor Ester Serrão,	Doctor Neusa Martins,	Doctor Aschwin Engelen	Selected
1	Cicero Alves Lima Junior	Cicero Alves Lima Junior	Cicero Alves Lima Junior	Cicero Alves Lima Junior
2	Juliana Botelho Moreira	Juliana Botelho Moreira	Juliana Botelho Moreira	Juliana Botelho Moreira
3	José Manuel Carita Gonçalves	José Manuel Carita Gonçalves	José Manuel Carita Gonçalves	José Manuel Carita Gonçalves
4	Suelen Goettems Kuntzler	Suelen Goettems Kuntzler	Suelen Goettems Kuntzler	Suelen Goettems Kuntzler
5	Sirwe Ghaderpour	Sirwe Ghaderpour	Sirwe Ghaderpour	Sirwe Ghaderpour
6	Sarvenaz Bigham Soostani	Sarvenaz Bigham Soostani	Sarvenaz Bigham Soostani	Sarvenaz Bigham Soostani

Table 2. Final ranking of the candidates - call CCMAR/IJ/07/203.

Candidates	Final Ranking
Cicero Alves Lima Junior	1 st
Juliana Botelho Moreira	2 nd
José Manuel Carita Gonçalves	3 rd
Suelen Goettems Kuntzler	4 th
Sirwe Ghaderpour	5 th
Sarvenaz Bigham Soostani	6 th

V - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose hiring Cicero Alves Lima Junior, which will be communicated promptly.

The Jury will proceed to the right of prior hearing, setting a deadline of 10 working days and gives candidates the right of recourse of the announced decision, 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, and annexes, which after being read and approved were signed by the members of the jury.



Professor Ester Serrão



Doctor Neusa Martins



Doctor Aschwin Engelen

Annex 1

Statement of no conflict of interests

Call no. CCMAR/IJ/07/2023

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: 24-07-2023

By the members of the Jury:



Professor Ester Serrão



Doctor Neusa Martins



Doctor Aschwin Engelen

ATA N.º 2
CCMAR/IJ/07/2023

JUNIOR RESEARCHER (M/F) in the field of Marine Ecology - 1 VACANCY

Project: C644915664-00000026

ANNEX 2
CURRICULAR EVALUATION

Candidate: Sarvenaz Bigham Soostani

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Not listed as co-author on one of the articles presented? Research with little direct relevance to the present call.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	The candidate's experience in micro- or macroalgal culture not clear. No evidence of experience with seaweed ecology, biology and reproduction.	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 it is also included experience in orientation (5%);	No experience in student orientation.	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 (15%).	No experience in project preparation and submission.	5
Final score		5

Professor Ester Serrão,
President of the Juri

Ester Serrão

Candidate: José Manuel Gonçalves

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Considerable scientific output, but with low relevance to the subject of the call, being mainly focused on microbial/viral detection and methodology in wastewater.	10
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Experience in microbiology, but none in seaweed ecology, biology and reproduction	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 it is also included experience in orientation (5%);	Relevant experience in orientation lacking	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 (15%).	Listed as PI or Ci-PI in projects, but with little relevance to the call.	12
Final score		10.3

Professor Ester Serrão,

President of the Juri

Ester Serrão

Candidate: Sirwe Ghaderpour

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Scientific output focused on optimization of fish aquaculture food sources, microalgal component.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Missing relevant experience in seaweed ecology, biology and reproduction.	8
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 it is also included experience in orientation (5%);	Master's level orientation experience.	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 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 (15%).	Lacking experience in project preparation and submission.	5
Final score		7.55

Professor Ester Serrão,

President of the Juri

Ester Serrão

Candidate: Juliana Botelho Moreira

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Scientific output high but focused on biotechnological aspects of microalgal culture and production workflows for food and emerging waste/pollution treatment.	10
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Missing relevant experience in seaweed ecology, biology and reproduction.	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 it is also included experience in orientation (5%);	Master's level orientation experience, multiple membership in examination committees.	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 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 (15%).	PI in one project (national level), member of several others.	15
Final score		11

Professor Ester Serrão,

President of the Juri

Ester Serrão

Candidate: Cicero Alves-Lima, Jr

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	The candidate has produced a number of papers with high relevance to the research profile proposed. Manuscripts in preparation suggest a continued focus on areas relevant to the present project.	16
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	The candidate has broad experience including: 1) both macro- and microalgal culture, 2) microbiology and 3) competence in an array of biochemical, physiological and particularly genomic techniques and bioinformatic analyses that are highly desirable.	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 it is also included experience in orientation (5%);	The candidate has experience in graduate and undergraduate training over several years.	16
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 (15%).	The candidate has participated as either doctoral or postdoctoral researcher in several scientific projects involving both macro- and microalgae, including culture, strain selection and genetics/genomics. Involvement in independent preparation and submission of applications is less clear.	15
Final score		16.45

Professor Ester Serrão,

President of the Juri

Ester Serrão

Candidate: Suelen Kuntzler

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	One first author paper since 2018. Focus on biotechnological applications of microalgae less relevant to the call.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Cultivation of model green microalgae, lacking experience in marine algal cultivation, seaweed ecology, biology and reproduction.	8
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 it is also included experience in orientation (5%);	No orientation experience listed	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 (15%).	Several projects listed, but with no indication of PI or Co-PI status.	8
Final score		7.85

Professor Ester Serrão,

President of the Juri



ATA N.º 2
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JUNIOR RESEARCHER (M/F) in the field of Marine Ecology - 1 VACANCY

Project: C644915664-00000026

ANNEX 2
CURRICULAR EVALUATION

Candidate: Sarvenaz Bigham Soostani

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Some publications, but poor link with project	10
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Some experience with microalgae, but no indication for seaweed experience	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 it is also included experience in orientation (5%);	Some participations in conferences, training events and workshops, but no supervision experience.	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 (15%).	Lack of management and project leading experience	5
Final score		9

Dr. Aschwin Engelen,
Member of the Jury,



Candidate: José Manuel Gonçalves

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Very decent publication record but poor link with the project	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	No experience in phycology but in microbiology	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 it is also included experience in orientation (5%);	Limited dissemination, no conferences etc, nor supervision experience	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 (15%).	Some Pi and co-PI experience but not linked to the project objectives	7
Final score		11.15

Dr. Aschwin Engelen,

Member of the Jury,



Candidate: Sirwe Ghaderpour

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Reasonable publication record, but not related to the project	10
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Some experience with microalgae but not with macroalgae	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 it is also included experience in orientation (5%);	Some student supervision and some conference experience	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 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 (15%).	Lack of management and project experience	5
Final score		9.05

Dr. Aschwin Engelen,

Member of the Jury,



Candidate: Juliana Botelho Moreira

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Good publication record, but not in the field of the project.	16
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Well experienced in microalgal biotech, but not for seaweeds.	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 it is also included experience in orientation (5%);	Good student supervision experience, few conferences.	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 (15%).	PI in a national project, member of several projects. Participated in student defenses	12
Final score		14.8

Dr. Aschwin Engelen,

Member of the Jury,



Candidate: Cicero Alves-Lima, Jr

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Decent publication record very well aligned with the project.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Very experienced with seaweeds, microbiology and molecular ecology	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 it is also included experience in orientation (5%);	Good experience in student supervision, but weak in disseminations	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 (15%).	Coordinated a seaweed genome project, participated in several projects.	10
Final score		16.25

Dr. Aschwin Engelen,

Member of the Jury,



Candidate: Suelen Kuntzler

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Reasonable publication record, but not matching this project	10
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Good experience in microalgae and biotech but not with seaweeds	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 it is also included experience in orientation (5%);	Unclear activities and disseminations	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 (15%).	Participated in a good number of projects, but no leading functions	10
Final score		10

Dr. Aschwin Engelen,

Member of the Jury,



ATA N.º 2
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JUNIOR RESEARCHER (M/F) in the field of Marine Ecology - 1 VACANCY

Project: C644915664-00000026

ANNEX 2
CURRICULAR EVALUATION

Candidate: Sarvenaz Bigham Soostani

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	The candidate has published 5 papers in the last 5 years, however the research is outside of the required field of expertise.	7
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	The candidate indicates experience in microalgae cultivation, but no experience in the areas of microbiology and/or seaweed ecology, biology and reproduction needed for this specific call.	8
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 it is also included experience in orientation (5%);	Participation in several conferences, workshops and training courses, but no experience in student's supervision.	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 education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (15%).	Low record of management activities.	5
Final score		7.35

Doctor Neusa Martins,
Member of the Jury

Neusa Martins

Candidate: José Manuel Carita Gonçalves

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Good publication record, with 13 papers published in the last 5 years, although not directly related to the required field of expertise.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Master degree in Microbiology. Experience in the interaction between the ecosystem's functions, public health, microbe-environment interactions, and marine biotechnology. However, no experience in seaweed ecology, biology and reproduction.	14
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 it is also included experience in orientation (5%);	Reduced extension and dissemination activity. Participation in one tv/radio show and one newspaper. No participation on conferences, workshops and student supervision was mentioned.	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 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 (15%).	Co-founded the biotechnology company Biolinker during the PhD. Collaboration with several international institutes. Participation in several research projects, some as PI or Co-PI.	12
Final score		12.4

Doctor Neusa Martins,

Member of the Jury

Neusa Martins

Candidate: Sirwe Ghaderpour

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	The candidate has published 6 papers (two of which in persian), 4 of which as 1 st author in the last 5 years, however the scientific content is outside of the area needed for this position.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Expertise in fish and microalgae cultivation, but no research experience on seaweed ecology, biology and reproduction.	11
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 it is also included experience in orientation (5%);	Participation in a reduced number of conferences. Experience in advising Master students.	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 (15%).	Reduced experience in management activities.	5
Final score		8.55

Doctor Neusa Martins,

Member of the Jury

Neusa Martins

Candidate: Juliana Botelho Moreira

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	Extensive publication record, however outside of the required field of expertise. The candidate has published 25 papers, 9 of which as 1 st author and 18 book chapters in the last 5 years.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Experience in microalgae biotechnology and extraction of macromolecules for food, biofuels, and bionanomaterials, but no research experience in the areas of microbiology and/or seaweed ecology, biology and reproduction or microbiology required for this application.	11
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 it is also included experience in orientation (5%);	Low record of conferences/workshops participation. Co-supervision of Master students. Advised scientific Initiation students.	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 education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (15%).	Participation in several research projects, one as coordinator. Participation in Master and Doctoral thesis defense committees.	15
Final score		12.75

Doctor Neusa Martins,

Member of the Jury

Neusa Martins

Candidate: Cicero Alves Lima Junior

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	The candidate has published 5 papers in the last 5 years. The scientific content of all the papers is within the required field of expertise for this specific application.	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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	The candidate has experience on the required research field; demonstrated expertise in seaweed cultivation, diversity, ecology and molecular physiology.	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 it is also included experience in orientation (5%);	Experience in the supervision of graduate students. Participation on conferences is not mentioned.	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 (15%).	Participation in several scientific projects. Coordinated the genome project of <i>Garcilaria domingensis</i> .	14
Final score		15.6

Doctor Neusa Martins,

Member of the Jury

Neusa Martins

Candidate: Suelen Goettems Kuntzler

Criteria	Rationale	Score (0-20)
CA) Scientific and technological, cultural or artistic 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. (50%);	The candidate has published 6 papers and 10 book chapters in the last 5 years. However, the scientific content is outside of the area needed for this position.	10
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 namely: Experience in the areas of microbiology and/or seaweed ecology, biology and reproduction. (30%);	Master and Doctor in Food Science and Engineering. Experience on nanotechnology and microalgae compounds. No research experience in the areas of microbiology and/or seaweed ecology, biology and reproduction or microbiology required for this application.	11
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 it is also included experience in orientation (5%);	No participation on conferences, workshops and student supervision was mentioned.	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 (15%).	Participation on 4 research projects and 2 technological development projects.	11
Final score		10.3

Doctor Neusa Martins,

Member of the Jury

Neusa Martins