

Minute 2
CCMAR/ITD/20/2021

I - Introduction

On the 26th day of April two thousand and twenty-two, at 5 PM, the jury nominated by the CCMAR board of Directors on 16/02/2022, met for the meeting 2 of the call Ref. CCMAR/ITD/20/2021. The meeting was held for the award of a vacancy for a Data Scientist – Investigator para Administração de Dados (M/F) under an uncertain term working contract for applicants of any nationality, including stateless candidates for temporary needs and connected activities under project ALG-05-3559-FSE-000020 - Contratação de Recursos Humanos Altamente Qualificados (PME ou CoLAB) funded by European Social Fund (FSE) of the European Union, through CRESC ALGARVE 2020 do Portugal 2020. The nominated jury was composed by Professor Adelino Canário, President of the Directive Board (president), Dr. Cymon J. Cox, researcher at CCMAR (member) and Dr. Gareth Pearson, researcher at CCMAR (member), and had the following agenda items: admission and evaluation of applications admitted to the position CCMAR/ITD/20/2021.

II - Candidates

03 applications were received for the position of Data Scientist.

Adriano Coutinho de Lima
Rui Sotero Rodrigues Machado
João Paulo Rodrigues Machado

III - Evaluation of applications

All 03 candidates were admitted to the evaluation and ranking. The jury evaluated the application documents of the eligible candidates, conducted interviews on the 26th of April 2022 to all applicants and applied the evaluation criteria and weighting factors set out in the vacancy announcement.

Criteria:

- a Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).
- b Higher education teaching and supervision, from bachelors to doctoral students (15%).
- c Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).
- d Scientific communication and dissemination (5%)

Table 1. Candidate evaluation scores after interviews

Candidate	Criteria 1	Criteria 2	Criteria 3	Criteria 4
Adriano Coutinho de Lima	35	8	8	2
Rui Machado	30	8	0	3
João-Paulo Machado	55	5	0	2

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 João Paulo Machado received 3 votes. The vote to decide the second place proceed to Adriano Lima and considering that just one candidate remained the third place was automatically assigned to Rui Machado. Table 3 presents the final ranking of the candidates.

Table 2. Final ranking of the candidates - call CCMAR/ITD/20/2021:

Candidate	Final Ranking
João Paulo Machado	1 st
Adriano Coutinho de Lima	2 nd
Rui Machado	3 rd

The candidate ranked in the first place was João Paulo Machado. Considering the elements presented, the candidate João Paulo Machado 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 Adelino Canário



Dr. Cymon Cox



Dr. Gareth Pearson



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Statement of no conflict of interests

CCMAR/ITD/20/2021

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.

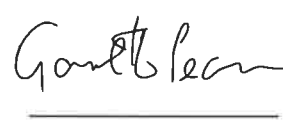
Thus, we declare under word of honor that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

Date: 29-04-2022

By the members of the Jury:



Professor Adelino Canário

Dr. Cymon J. Cox

Dr. Gareth Pearson

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ANNEX I

Curricular assessment

Candidate: Adriano Coutinho de Lima

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	The candidate has an interesting skill set in modeling physical and biological marine systems. Has programming experience but not especially strong on web-technologies and biological data management and interoperability, Has some experience of open science practices. Has worked on international projects and helped write applications for funding.	35
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	The candidate has co-supervised MSc and PhD students, and has some moderate teaching experience.	8
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate has some experience of technology transfer related to aquaculture.	8
4) Scientific communication and dissemination (5%)	Moderate publication record.	2
Final Score		53

Candidate: Joao-Paulo Machado

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management	The candidate has extensive experience of web-programming and biological data management practices. Has programming experience in a	55

and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	wide variety of data technologies, system administration, and data interoperability models. Has a good understanding experience of open science practices. Has worked on international projects within the area bioecological data management and analysis. Has not obtained direct funding.	
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	The candidate taught several bioinformatics courses, but lack formal supervision of students.	5
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	None evident.	0
4) Scientific communication and dissemination (5%)	Moderate publication record.	2
Final Score		62

Candidate: Rui Machado

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	The candidate has experience of using programming in R and Python as part of his research activities. No particular experience of web technologies or data management and interoperability of biological data. Minimal engagement with open science practices, or participation in international collaboration.	30
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Has taught and organised an R programming course, and had informal student engagement.	8
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	None evident.	0
4) Scientific communication and	Moderate publication record and	2

dissemination (5%)	dissemination activities.	
Final Score		41

Cymon J. Cox, Researcher Member



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ANNEX I

Curricular assessment

Candidate: Adriano Coutinho de Lima

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	The candidate has extensive experience in modelling physical and biological systems. Some programming experience, but not clear whether this includes web-based technologies, data-sharing platforms and system administration. Has some experience of open science practices. Participation in international projects, including application process.	39
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Co-supervised MSc and PhD students. Some teaching experience.	7
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	Involved in technology transfer in the aquaculture field.	8
4) Scientific communication and dissemination (5%)	Moderate publication record.	2
Final Score		56

Candidate: João Paulo Machado

Criteria	Assessment justification	Score
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1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	The candidate has a broad knowledge and experience in web-based programming and biological data management practices. Has programming experience in a wide variety of data technologies, system administration, and data interoperability models. Has a good understanding of open science practices. Has participated in international projects in data management and analysis.	54
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Some teaching experience in bioinformatics. No student supervision.	5
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	No information	0
4) Scientific communication and dissemination (5%)	Moderate publication record.	2
Final Score		61

Candidate: Rui Machado

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	Limited experience in programming languages. No experience in data management practices, open science or system administration. Limited international collaboration.	25
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Taught courses on R.	5

3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	No information	0
4) Scientific communication and dissemination (5%)	Moderate publication record and dissemination activities.	3
Final Score		33

Gareth Pearson, Researcher Member



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ANNEX I

Curricular assessment

Candidate: Adriano Coutinho de Lima

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	The candidate has an important experience in physical and biological modelling and some programming experience. Has some experience of open science practices. Has participated in international projects.	40
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Co-supervised MSc and PhD students, and has done some teaching.	7
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	Involved in knowledge transfer to aquaculture.	7
4) Scientific communication and dissemination (5%)	Moderate publication record.	2
Final Score		56

Candidate: João Paulo Machado

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer	Large experience of web-programming and biological data management.	50

programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	Programming experience in a wide variety of data technologies, system administration, and data interoperability models. Worked on international projects. Has not obtained direct funding.	
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Taught bioinformatics. No student supervision.	6
3) Knowledge and technology transfer, including contract research, patenting and other forms of interaction with companies and public services (20%).	No indication of any of these activities	0
4) Scientific communication and dissemination (5%)	Moderate publication record.	2
Final Score		58

Candidate: Rui Machado

Criteria	Assessment justification	Score
1) Research and/or development activities, comprising computer programming and web technologies, and knowledge of data management and Open Science practices, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%)	Limited experience in programming languages. Limited open science practices or international collaboration.	28
2) Higher education teaching and supervision, from bachelors to doctoral students (15%)	Taught courses on R.	6
3) Knowledge and technology transfer, including contract research, patenting	No indication of any of these activities	0

and other forms of interaction with companies and public services (20%).		
4) Scientific communication and dissemination (5%)	Moderate publication record and dissemination activities.	3
Final Score		37

Adelino Canário, President of the Jury

