

Minute 2

CCMAR/TSI/11/2021

Call for a Research Technical Officer (M/F) position, in the Fisheries area, under an uncertain term employment contract under the PARTICIPESCA project (MAR-01.03.02.FEAMP-0055 “PARTICIPESCA”) and related activities and/or similar, co-financed by the Operational Program Mar 2020, Portugal 2020, the European Union through the European Fund for Maritime Affairs and Fisheries and by the Blue Ocean Foundation.

I - Introduction

On twenty-first day of the month of December, two thousand and twenty-one, at ten o'clock, the Jury nominated for the call with reference CCMAR/TSI/11/2021, gathered through the Zoom colibri platform, for the allocation of the Research Technical Officer (M/F) position in the Fisheries area. The jury, composed by Professor Doctor Jorge Gonçalves (president of the jury), Doctor Mafalda Rangel (member) and Doctor Miguel Gaspar (member) had the following points of agenda: admission and evaluation of applications admitted to the position CCMAR/TSI/11/2021.

II – Candidates

Twenty applications were received for the position of Research Technical Officer:

- Alex Smith
- André Filipe Cardoso e Silva
- Andreia Sofia Sardinha Silva
- Diana Medeiros Gomes
- Diogo Brito
- Eudriano Florencio dos Santos Costa
- Francesco Golin
- Gisela Sofia Correia Costa
- Inês Caseiro Dias
- Lara Paige Brodie
- Lídia Ventura Ramos Nicolau
- Margarida Rodrigues Melo e Pinto Marques
- Paulo Miguel Soares de Sousa
- Ruth Leeney
- Sandrina Fernandes Curval
- Sónia Catarina de Sousa Mergulhão Mota d'Almeida
- Teresa Cristina dos Santos Leal
- Teresa Eugénia Soares Lopes Gaspar do Paço
- Tereza Cristina Pilar Fonseca
- Vítor Bruno da Silva Mendes

III - Exclusion of applications

The jury analysed the applications, considering the mandatory documents, and decided to exclude the candidate *Teresa Cristina dos Santos Leal* for not complying with requisite nº1: Bachelor Degree in Marine Biology, Marine Ecology, Coastal Management or a related field. The remaining nineteen candidates who applied were admitted to evaluation (Table 1).

Table 1. Candidates for the position of senior research technician proposed for the evaluation and ranking phase.

Alex Smith
André Filipe Cardoso e Silva
Andreia Sofia Sardinha Silva
Diana Medeiros Gomes
Diogo Brito
Eudriano Florencio dos Santos Costa
Francesco Golin
Gisela Sofia Correia Costa
Inês Caseiro Dias
Lara Paige Brodie
Lídia Ventura Ramos Nicolau
Margarida Rodrigues Melo e Pinto Marques
Paulo Miguel Soares de Sousa
Ruth Leeney
Sandrina Fernandes Curval
Sónia Catarina de Sousa Mergulhão Mota d'Almeida
Teresa Eugénia Soares Lopes Gaspar do Paço
Tereza Cristina Pilar Fonseca
Vítor Bruno da Silva Mendes

IV - Evaluation of applications

The nineteen candidates who applied were admitted to the evaluation and ranking phase (Table 2). The Jury evaluated the application documents of the eligible candidates, and applied the classification criteria and the respective weightings set out in the notice of opening of the call, as shown in table 2 below:

Table 2. Table with the evaluation of applications.

Candidate	Criterion A	Criterion B	Criterion C	Criterion D	Criterion E	Final Classification
Alex Smith	0.0	0.0	8.3	14.7	0.7	4.7
André Filipe Cardoso e Silva	0.0	0.0	0.0	0.0	0.0	0.0
Andreia Sofia Sardinha Silva	0.0	0.0	19.3	14.3	1.4	7.0
Diana Medeiros Gomes	0.0	0.0	15.0	7.0	1.4	4.7
Diogo Brito	8.3	5.0	3.3	13.7	0.0	6.1
Eudriano Florencio dos Santos Costa	14.0	0.0	9.3	19.7	14.5	11.5
Francesco Golin	11.3	3.3	6.0	13.3	0.0	6.8
Gisela Sofia Correia Costa	1.7	12.0	0.0	13.0	0.0	5.3
Inês Caseiro Dias	14.0	13.0	13.0	11.0	0.0	10.2
Lara Paige Brodie	0.0	0.0	0.0	15.7	0.7	3.3
Lídia Ventura Ramos Nicolau	20.0	20.0	20.0	18.0	8.3	17.3
Margarida Rodrigues Melo e Pinto Marques	0.0	0.0	0.0	15.7	0.0	3.1

Paulo Miguel Soares de Sousa	0.0	0.0	0.0	5.0	0.7	1.1
Ruth Leeney	16.3	15.0	8.3	15.7	20.0	15.1
Sandrina Fernandes Curval	0.0	0.0	5.0	5.0	0.0	2.0
Sónia Catarina de Sousa Mergulhão Mota d'Almeida	0.0	0.0	20.0	5.0	0.7	5.1
Teresa Eugénia Soares Lopes Gaspar do Paço	0.0	6.7	11.3	6.7	0.0	4.9
Tereza Cristina Pilar Fonseca	20.0	20.0	3.3	19.8	6.2	13.9
Vítor Bruno da Silva Mendes	9.0	4.0	14.7	5.7	0.0	6.7

1. Criterion A – weight 20% - Level of experience in participating in surveys onboard small-scale commercial fisheries vessels
2. Criterion B - weight 20% - Level of experience working and contacting with the Portuguese small-scale fisheries community, including conduction face-to-face questionnaires
3. Criterion C - weight 20% - Level of experience in aquaculture, mainly maintenance of species in captivity
4. Criterion D - weight 20% - Proficiency in Excel, QGIS and R Studio (20%)
5. Criterion E - weight 20% - Number of publications on peer-reviewed scientific journals

Table 3. Ordered classification table - Ref. CCMAR/TSI/11/2021 - indicating the final score of candidates admitted to the call.

	Candidate	Final grade
1	Lídia Ventura Ramos Nicolau	17,3
2	Ruth Leeney	15,1
3	Tereza Cristina Pilar Fonseca	13,9
4	Eudriano Florencio dos Santos Costa	11,5
5	Inês Caseiro Dias	10,2
6	Andreia Sofia Sardinha Silva	7,0
7	Francesco Golin	6,8
8	Vítor Bruno da Silva Mendes	6,7
9	Diogo Brito	6,1
10	Gisela Sofia Correia Costa	5,3
11	Sónia Catarina de Sousa Mergulhão Mota d'Almeida	5,1
12	Teresa Eugénia Soares Lopes Gaspar do Paço	4,9
13	Diana Medeiros Gomes	4,7
14	Alex Smith	4,7
15	Lara Paige Brodie	3,3
16	Margarida Rodrigues Melo e Pinto Marques	3,1
17	Sandrina Fernandes Curval	2,0
18	Paulo Miguel Soares de Sousa	1,1
19	André Filipe Cardoso e Silva	0,0

Note: The final grades in table 3 represent the average of the individual assessment by each member of the jury, presented on a scale from 0 to 20, rounded to the nearest tenth.

The candidates obtained a final classification between 0 and 17.3 values (Table 2), with the candidate *Lidia Ventura Ramos Nicolau* having the highest classification (17.3 values; Table 3).

Considering the elements presented, the candidate *Lidia Ventura Ramos Nicolau* gathers conditions for the purposes of eventual selection, so the jury proposes the ratification of this decision to the CCMAR Board.

The Jury will proceed to the right of prior hearing of the candidates, setting a deadline of 10 working days to claim what they consider to be convenient, 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 4 pages and annex, which after being read and approved were signed by the members of the jury.



Professor Jorge Gonçalves
(President)



Dr. Mafalda Rangel
(member)



Dr. Miguel Gaspar
(member)

Annex
Statement of no conflict of interests

Call no. CCMAR/TSI/11/2021

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 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: 21/12/2021

By the members of the Jury:



Professor Jorge Gonçalves



Dr. Mafalda Rangel



Dr. Miguel Gaspar