

Minute nº2
Ref. ^a CCMAR/IJ/07/2022

International call for 1 vacancy for Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract through the research project MARAFRICA “*A network monitoring, integrating and assessing marine biodiversity data along the west Africa to understand, predict and mitigate climatic / oceanographic changes.*” reference no 540316524 funded by Aga Khan, Network for Development and the Portuguese Foundation for Science and Technology, I.P..

I – Introduction

On the six of December two thousand and twenty-two, at 12 hours and 00 minutes, was held the second meeting of the jury nominated by the CCMAR board of Directors on 03/11/2022 for the call Ref. CCMAR/IJ/07/2022. The meeting was held for the award of one position of Junior researcher (M/F) under an uncertain term employment contract within the research project: MARAFRICA “*A network monitoring, integrating and assessing marine biodiversity data along the west Africa to understand, predict and mitigate climatic / oceanographic changes.*” reference no 540316524 funded by Aga Khan, Network for Development and the Portuguese Foundation for Science and Technology, I.P.. The jury is composed of Professor Ester Serrão; coordinator of the project, Professor at Algarve University, (President), Doctor João Neiva, researcher at UALG and CCMAR (member) and Doctor Gareth Pearson, researcher at CCMAR (Member), and had the following agenda item: admission and evaluation of applications to the position CCMAR/IJ/07/2022.

II - Candidates

Three applications were received for the position of junior researcher:

- Ana Navarro Campoy
- M. Pilar Cabezas Rodriguez
- Manoela C. Brandão

III – Exclusion of applications

The jury analysed the applications, considering the mandatory documents and requirements and decided to admit all candidates.

IV – Evaluation of applications

All candidates were admitted to the evaluation and ranking (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.

Ana Navarro Campoy
M. Pilar Cabezas Rodriguez
Manoela C. Brandão

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 (0-20) of the admitted applicants of call CCMAR/IJ/07/2022:

Candidate	President of the jury Professor Ester Serrão	Member Dr. João Neiva	Member Dr. Gareth Pearson
M. Pilar Cabezas Rodriguez	17.6	17.55	17.45
Ana Navarro Campoy	12.8	12.8	12.85
Manoela C. Brandão	15.65	14.05	14.1

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 M. Pilar Cabezas Rodriguez received 3 votes. The vote to decide the second place proceed and the candidate Ana Navarro Campoy received 3 votes. Considering that just one candidate remained, the third place was automatically assigned to candidate Manoela C. Brandão.

Table 3 presents the final ranking of the candidates.

Table 3. Final ranking of the candidates - call CCMAR/IJ/07/2022:

Candidate	Final Ranking
M. Pilar Cabezas Rodriguez	1 st
Manoela C. Brandão	2 nd
Ana Navarro Campoy	3 rd

IV – Conclusion

The candidate ranked in the first place was M. Pilar Cabezas Rodriguez.

Considering the elements presented, the candidate M. Pilar Cabezas Rodriguez 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.



Ester Serrão



João Neiva



Gareth Pearson

ANNEX 1
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Statement of no conflict of interests

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 honour that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

Date: 6 of December of 2022



Ester Serrão



João Neiva

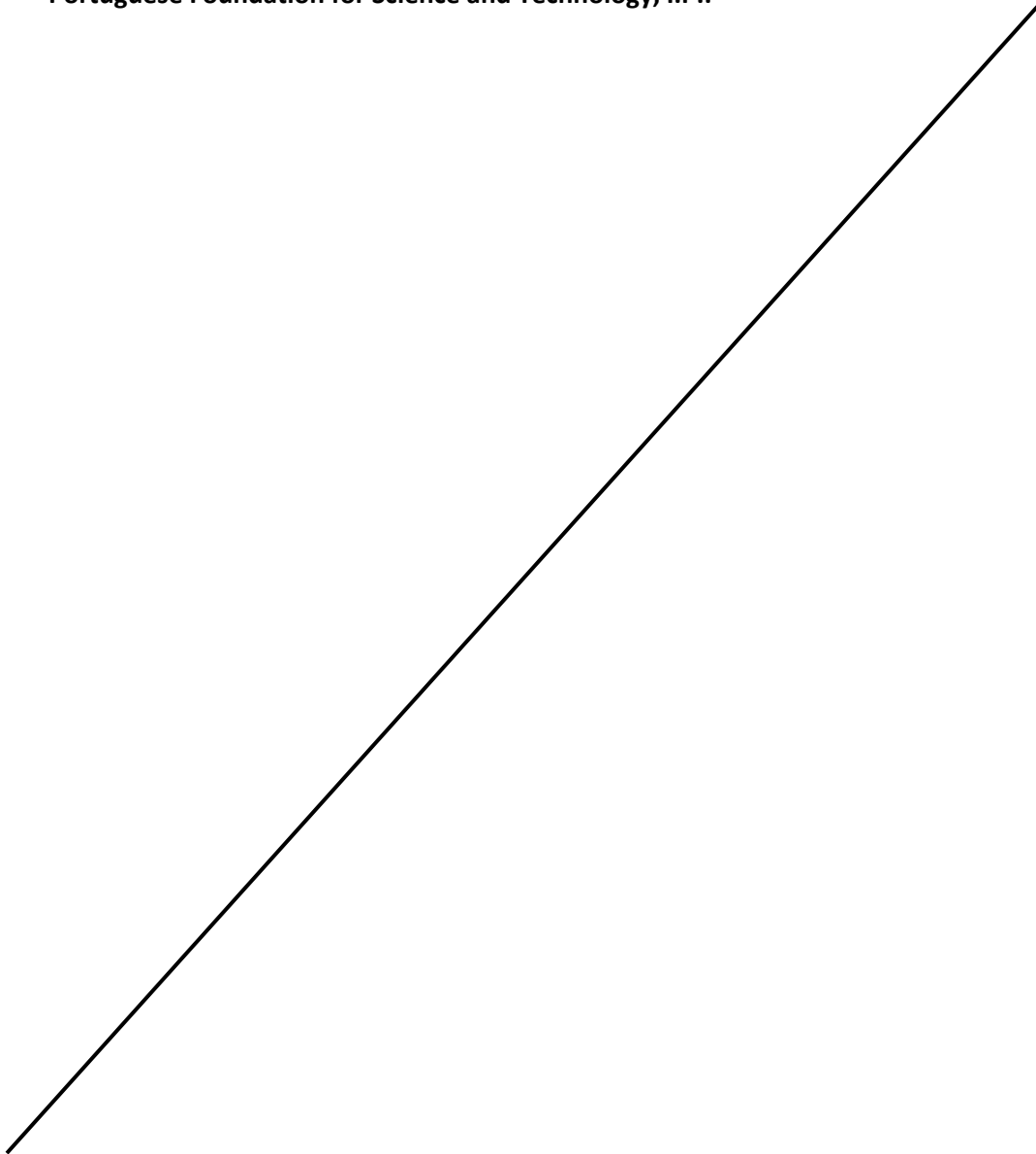


Gareth Pearson

ANNEX 2

Minute N.º 2 - CCMAR/IJ/07/2022

International call for 1 vacancy for Junior Researcher (M/F) of any nationality, including stateless candidates, under an uncertain term employment contract through the research project MARAFRICA “*A network monitoring, integrating and assessing marine biodiversity data along the west Africa to understand, predict and mitigate climatic / oceanographic changes.*” reference no 540316524 funded by Aga Khan, Network for Development and the Portuguese Foundation for Science and Technology, I.P..



Curricular assessment

Candidate: Ana Navarro Campoy

Criteria	Assessment justification	Score (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. (5%);	Limited scientific production in the last five years	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 (70%);	Some research on systematics and biodiversity of invertebrates	13
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 (15%);	Pontual teaching, a few dissemination events, student supervision limited	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%).	Not detailed but assumed some	13

Dr. João Neiva, Member

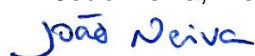


Curricular assessment

Candidate: M. Pilar Cabezas Rodriguez

Criteria	Assessment justification	Score (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. (5%);	Solid scientific production in the past 5 year, in the areas of the projects	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 (70%);	Participation in several projects dealing with the systematics and biodiversity of invertebrates including invasive species	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 (15%);	Demonstrated experience in tutoring and teaching, a relevant number of dissemination events	17
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%).	Involved in the application to funding in a number of project calls	15

Dr. João Neiva, Member




Curricular assessment

Candidate: Manoela C. Brandão

Criteria	Assessment justification	Score (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. (5%);	Solid scientific production in the last 5 years, but with heavy focus on plankton communities	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 (70%);	Participation in several research projects, but mainly focusing of plankton communities	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 and experience in orientation (15%);	Some tutoring and dissemination events	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 (10%).	Information not provided in detail but assumed attempts to obtain funds	12

Dr. João Neiva, Member



Curricular assessment

Candidate: Ana Navarro Campoy

Criteria	Assessment justification	Score (0-20)
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Professor Ester Serrão, President of the jury

Ester Serrão

Curricular assessment

Candidate: M. Pilar Cabezas Rodriguez

Criteria	Assessment justification	Score (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. (5%);	Solid scientific production in the past 5 year, in the areas of the projects	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 (70%);	Participation in several projects dealing with the systematics and biodiversity of invertebrates including invasive species	18
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Professor Ester Serrão, President of the jury

Ester Serrão

Curricular assessment

Candidate: Manoela C. Brandão

Criteria	Assessment justification	Score (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. (5%);	Solid scientific production in the last 5 years, but with heavy focus on plankton communities	15
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Professor Ester Serrão, President of the jury



Curricular assessment

Candidate: Ana Navarro Campoy

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Dr. Gareth Pearson, Member



Curricular assessment

Candidate: M. Pilar Cabezas Rodriguez

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Dr. Gareth Pearson, Member



Curricular assessment

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