

Minute nº1

Ref. nº CCMAR/IJ/04/2022

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 DivRestore/0013/2020 - “Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade.” funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.

On the 19th day of July of two thousand and twenty-two, at 10:00 hours, was held the first meeting of the jury nominated by the CCMAR board of Directors on 19/07/2022 for the call Ref. CCMAR/IJ/04/2022. 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: DivRestore/0013/2020 - “*Florestas Marinhas de animais, plantas e algas: "nature-based tools" para proteger e recuperar biodiversidade.*” funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES. 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: preparation of the call text containing the profile, selection criteria and evaluation process.

The jury agreed on the following:

Required Profile:

1. PhD on Marine Ecology, Marine Evolution or related areas no more than 5 years before the application date;
2. Experience in the areas of coral ecology, biology and habitat restoration, preferably with cold-water and temperate gorgonian corals;
3. Experience in taxonomy of marine anthozoans, particularly octocorals;
4. Experience working on coral bycatch with fishermen;
5. Fluent in portuguese (to engage and work with local fishermen);
6. Certified scuba diver;
7. A high proficiency in English (spoken and written).

Desirable:

- Strong demonstrated organizational skills and attention to detail, with experience managing projects and ability to exercise independent judgement;
- Ability to work collaboratively with colleagues, students and volunteers, with strong interpersonal skills;
- Ability to prioritize own workload, work independently and meet deadlines;
- Experience in sexual propagation of corals, including reproductive and larval biology;
- Demonstrable interests in marine conservation.

Evaluation and Selection Process:

Evaluation and Selection Procedure:

The evaluation and selection of applications will consider the candidate’s scientific and curricular career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC, as follows (scored on a scale from zero to twenty (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%);

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%);

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%);

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%).

Criteria CA will be classified in accordance with the scientific production presented in the CV and highlighted in the motivation letter.

The period of five years referred in the evaluation criteria may be increased by the selection panel, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

The jury may contact the candidates for any additional information or clarification.

Functioning of the Selection Panel

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), and the CV that will include the activities of the specific field and of the scientific and professional path of the applicant.

The score of each candidate is obtained from the sums of the scores of each criterion multiplied by the weights according to the formulation:

$$C = CA*5\% + CB*70\% + CC*15\% + CD*10\%$$

After determining the final score C of all candidates, each member of the selection panel will rank the candidates according to the final scores assigned to them from the highest to the lowest. This is followed by the vote to the first place and for each successive place. A candidate is selected when they receive the majority of votes. If this does not happen in the first round of voting, the least ranked candidate is eliminated, and the procedure is repeated with the remaining candidates. In case of a draw the vote of the President of the selection panel is decisive.

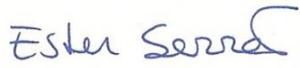
The selection panel will write minutes of the meetings with a description of the evaluation and selection process including an ordered list of candidates, their classification, and the final decision. The CCMAR Board of Directors shall validate the final decision of the selection panel.

In the event that no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the position because of failure to comply with documentary requirements or any other reason or later, during the contract, if they resign the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions.

The decisions of the jury were included in the call text.

The board of Directors reserves the right, due to a change in circumstances at the date of the present announcement, to cancel the present call without any recruitment.

Without any other item, the present meeting has terminated. The present minute with 3 pages was read, approved, and signed by the members of the jury.



Ester Serrão



Gareth Pearson



João Neiva