

ATA Nº 2

On the 4th day of October two thousand and twenty-three, at 14:00 hours, the jury nominated by the CCMAR board of Directors on 24-07-2023, met by videoconference, for the meeting 2 of the call Ref. CCMAR/IA/14/2023. The meeting was held for the award of a vacancy for an Auxiliary Researcher in the area of Bioinformatics and/or Data Science (M/F), of any nationality, including stateless candidates, under an uncertain term employment contract within the research project **FAIR-EASE, ref. 101058785, HORIZON-INFRA-2021-EOSC-01 funded by Horizon Europe of the European Commission**. The nominated jury was composed by Doctor Cymon J. Cox Principal Researcher at CCMAR, President of the jury; Doctor Teresa Correia Principal Researcher at CCMAR (member), and Doctor Andrzej Tkacz, Auxiliary Researcher at CCMAR (member) and had the following agenda items: admission and evaluation of applications admitted to the contract CCMAR/IA/14/2023.

II – Candidates

7 applications were received for the position:

1. Akorwora Wisdom Ziireh
2. Abdullatif Abolohom
3. Sudheer Menon
4. Majeed Jamakhani
5. Fernando Cipriano Andrade Oliveira
6. Frederico Manuel Vaz Pontes Vitorino Mestre
7. Sabrina Mazzoni

III - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the candidate Akorwora Wisdom Ziireh (does not hold the necessary qualifications - requirement no1 and requirement no 2).

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:

- Sabrina Mazzoni
- Frederico Manuel Vaz Pontes Vitorino Mestre

The interviews took place on the 3rd of October 2023.

IV – Evaluation of applications

Evaluation (from 0-100 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. (30%);

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 (40%);

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 (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. (20%).

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 Frederico Manuel Vaz Pontes Vitorino Mestre 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	Doctor Cymon Cox	Doctor Teresa Correia	Doctor Andrzej Tkacz	Selected
1	Frederico Manuel Vaz Pontes Vitorino Mestre	Frederico Manuel Vaz Pontes Vitorino Mestre	Frederico Manuel Vaz Pontes Vitorino Mestre	Frederico Manuel Vaz Pontes Vitorino Mestre
2	Sabrina Mazzoni	Sabrina Mazzoni	Fernando Cipriano Andrade Oliveira	Sabrina Mazzoni
3	Fernando Cipriano Andrade Oliveira	Fernando Cipriano Andrade Oliveira	Fernando Cipriano Andrade Oliveira	Fernando Cipriano Andrade Oliveira
4	Abdullatif Abolohom	Abdullatif Abolohom	Majeed Jamakhani	Abdullatif Abolohom
5	Majeed Jamakhani	Majeed Jamakhani	Majeed Jamakhani	Majeed Jamakhani
6	Sudheer Menon	Sudheer Menon	Sudheer Menon	Sudheer Menon

Table 2. Final ranking of the candidates - call CCMAR/IA/14/2030.

Candidates	Final Ranking
Frederico Manuel Vaz Pontes Vitorino Mestre	1 st
Sabrina Mazzoni	2 nd
Fernando Cipriano Andrade Oliveira	3 rd
Abdullatif Abolohom	4 th
Majeed Jamakhani	5 th
Sudheer Menon	6 th

V - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose hiring Dr. Frederico Manuel Vaz Pontes Vitorino Mestre 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.



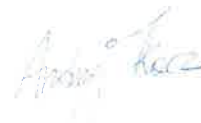
Doctor Cymon J. Cox

(President of the jury)



Doctor Teresa Correia

(member)



Doctor Andrzej Tkacz

(member)

Annex 1

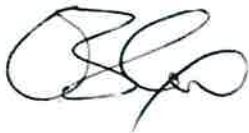
Statement of no conflict of interests

Call no. CCMAR/IA/14/2023

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: 04-10-2023

By the members of the Jury:



Doctor Cymon Cox

(President of the jury)



Doctor Teresa Correia

(member)



Doctor Andrzej Tkacz

(member)

ATA N.º 2
CCMAR/IA/14/2023

Auxiliary RESEARCHER (M/F) in the field of Bioinformatics and/or Data Science
- 1 VACANCY

Project: FAIR-EASE, ref. 101058785

ANNEX 2
CURRICULAR EVALUATION

Candidate: Sabrina Mazzoni

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. (30%);	(The candidate did not specifically address the individual criteria.) The candidate has only a few publications in the past 5 years – but they are in relevant fields (biodiversity). Majority of publications occurred prior to obtaining PhD.	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 (40%);	The candidate has a background in biodiversity metrics, mapping (GIS), and other relevant areas, and has experience of Open Science practices and related policy implementation. In addition she has experience with workflows and common bioinformatics tools	25
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 (10%);	Has some teaching experience during PhD programme.	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. (20%).	None highlighted.	0
Final score		43/100

Candidate: Frederico Manuel Vaz Pontes Vitorino Mestre

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. (30%);	(The candidate did not specifically address the individual criteria.) The candidate has a strong publication record in relevant fields of ecology/biodiversity in the past 5 years. A number of first authored papers and collaborative studies.	30

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 (40%);	The candidate is a R statistics developer and has produced several packages performing analyses with his scientific domain.	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 (10%);	Engagement in teaching, journal editing/reviewing, examination panels, and conference presentations. Has a science-based blog.	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. (20%).	Engagement with several national and European projects, but roles were not described.	8
Final score		66/100

Candidate: Fernando Cipriano Andrade Oliveira

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. (30%);	(The candidate did not specifically address the individual criteria. Insufficient detail in CV to make a clear evaluation.) Relevant background in bioinformatics and omics data analysis. Has a modest publication record in the past 5 years, with only a single first author paper.	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 (40%);	Current research in 'omics related technologies not reflected (yet) in academic output (ie the CV). No evidence of applied research output presented.	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 (10%);	Strong teaching background: is currently employed to teach bioinformatics. Modest attendance to academic 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. (20%).	None evident.	0
Final score		30/100

Candidate: Majeed Jamakhani

Criteria	Rationale	Score (0-20)
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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. (30%);	(The candidate did not specifically address the individual criteria.) Modest publication record in fields quite dissimilar to required. No evidence of specific engagement activities in Open Science, Data Management, or EOSC.	6
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 (40%);	No clear indication of activities in this area.	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 (10%);	Teaching experience in Python and other bioinformatics projects.	0
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. (20%).	None evidenced. (More generally it was difficult to verify claimed experience or skills with information publicly available in academic sources.)	0
Final score		14/100

Candidate: SUDHEER MENON

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. (30%);	(The candidate did not specifically address the individual criteria.) The candidate has a poorly verifiable academic background – at least one citation is for a listed predatory journal. Publication record in Google Scholar is not credible.	0
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 (40%);	None evidenced directly.	0
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 (10%);	None evidenced directly.	0
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.	None evidenced directly.	0

(20%).		
Final score		0/100

Candidate: Abdullatif Abolohom

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. (30%);	The candidate has a strong background in ML and AI, but has indicated little published academic output in the last 5 years.	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 (40%);	The candidate has been working within the field of IT with a strong background in practices and technologies within the field, no explicit indication of applied research activities.	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 (10%);	The candidate has attended conferences within his field, and helped review/organise workshops and conferences in his field.	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. (20%).	None indicated	0
Final score		28/100

Candidate: Akorwora Wisdom Ziireh

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. (30%);	Candidate was disqualified due to not providing evidence of having obtained a PhD.	
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 (40%);		
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 (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. (20%).		
Final score		

Name of the jury, position (president or member)

Cymon J. Cox

Signature



ATA N.º 2
CCMAR/IA/14/2023

Auxiliary RESEARCHER (M/F) in the field of Bioinformatics and/or Data Science
- 1 VACANCY

Project: FAIR-EASE, ref. 101058785

ANNEX 2
CURRICULAR EVALUATION

Candidate: Sabrina Mazzoni

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. (30%);	The candidate has publications in relevant fields. However, only 3 are listed after the PhD thesis, and none as first author. One publication as second author.	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 (40%);	The candidate has experience of Open Science practices and has used EOSC services for collaborative research. The candidate has experience with computer programming, including Python and R.	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 (10%);	The candidate has some teaching 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. (20%).	Some experience with project management 2021-2022.	8
Final score		55/100

Candidate: Frederico Manuel Vaz Pontes Vitorino Mestre

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. (30%);	The candidate has a strong publication record in relevant fields in the past 5 years.	30
CB) Activities of applied research or based	The candidate has experience with	25

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 (40%);	computer programming (R only) and has developed R software packages.	
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 (10%);	The candidate has teaching experience, participates in journal editing and reviewing activities, participates in conferences.	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. (20%).	The candidate mentions management experience, but no details are provided.	8
Final score		71/100

Candidate: Fernando Cipriano Andrade Oliveira

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. (30%);	The candidate has a background in bioinformatics and omics data analysis. However, the publication record is relatively modest.	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 (40%);	The candidate has a background in bioinformatics and some evidence of research in this field.	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 (10%);	The candidate has a teaching background. Very few participations in 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. (20%).	Not specified.	0
Final score		40/100

Candidate: Majeed Jamakhani

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. (30%);	Good publication record, but not in the required fields. No evidence of specific involvement in Open Science or EOSC.	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 (40%);	The candidate lists a large list of skills, but there is no clear indication of activities in this area.	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 (10%);	The candidate has teaching experience in Python and bioinformatics. Some participation in conferences.	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. (20%).	None evidenced.	0
Final score		25/100

Candidate: SUDHEER MENON

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. (30%);	The candidate lists several publications, but not if recognisable journals in relevant fields	3
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 (40%);	Not specified	0
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 (10%);	List of participation in workshops, seminars and conferences. It seems that the candidate attended these events and did not present research work.	3
CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in	Not specified	0

observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. (20%).		
Final score		6/100

Candidate: Abdullatif Abolohom

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. (30%);	The candidate has a background in computer science but has indicated only publications under review since the candidate completed the PhD.	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 (40%);	The candidate has background in machine learning and natural language processing.	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 (10%);	The candidate has participated in a few conferences in computer science. Not clear if as a author.	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. (20%).	Participated in projects as team member. No evidence of management activities.	0
Final score		28/100

Candidate: Akorwora Wisdom Ziireh

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. (30%);	Candidate was disqualified due to not providing evidence of having obtained a PhD.	
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 (40%);		
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 (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. (20%).		
Final score		

Name of the jury, position (president or member)

Teresa M Correia

Signature

Teresa Correia

ATA N.º 2
CCMAR/IA/14/2023

Auxiliary RESEARCHER (M/F) in the field of Bioinformatics and/or Data Science
- 1 VACANCY

Project: FAIR-EASE, ref. 101058785

ANNEX 2
CURRICULAR EVALUATION

Candidate: Sabrina Mazzoni

Criteria	Rationale	Score
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. (30%);	Dr Mazzoni has an overall an extensive publication record, however, in the last 5 years only 4 publications are listed. Moreover, none of the publications provided is of a first or corresponding authorship nature (in the last 5 years).	15/30
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 (40%);	Dr Mazzoni research is firmly attached to FAIR principles. She is an author of an ecological R package proving her computing skills. However, most of the activities happened more than 5 years ago. No other programming skills are mentioned.	20/40
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 (10%);	Dr Mazzoni has been involved in teaching previously, but not in the last 5 years.	5/10
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. (20%).	Not mentioned	0/20
Final score		40/100

Candidate: Dr Frederico Mestre

Criteria	Rationale	Score
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.	Dr Mestre has published extensively in topic journals, especially in the last 5 years, mainly as a first author.	25/30

(30%);		
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 (40%);	Dr Mestre has developed 5 R packages, which he uses in his publications. Moreover, Dr Mestre has been involved in teaching and has attended many courses	30/40
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 (10%);	Dr Mestre lists conferences and oral presentation to which he contributed. He is a reviewer for a number of specialized journals. Some student supervision experience	8/10
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. (20%).	Some management experience with MED project	10/20
Final score		73/100

Candidate: Fernando Oliveira

Criteria	Rationale	Score
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. (30%);	Dr Oliveira has produced only a single first/last authorship publication in the last 5 years IF of 2.1 (information based on the CV, google scholar not found). Additional 4 papers and 2 book chapters as a contributing author. However, the topics of publications do not closely align with the advertised position	15/30
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 (40%);	The candidate has a solid bioinformatics training which he uses in collaborative projects, namely GWAS, analysis of -omics data.	30/40
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 (10%);	Extensive teaching shown in CV – bioinformatics at Loyola University. 2 presentations in the last 5 years)	5/10
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. (20%).	Lack of grants in the candidate name, Last grant mentioned is a PhD grant in 2017 (i.e. 6 years ago)	5/20
Final score		55/100

Candidate: Majeed Jamakhani

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years, deemed most relevant by the candidate to	Dr Jamakhani has published 11 papers in the last 5 years. Most of the papers are authored as a contributing author showing	15/30

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. (30%);	his collaborative skills. However, publications with Dr Jamakhani as a lead author are published in less known journals. Worryingly, his google scholar profile h-index is as low as 4, indicating that most of the publications are not cited. Dr Jamakhani CV lists an impressive skills summary	
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 (40%);	Dr Jamakhani lists 6 projects where he uses his programming skills. However, his involvement is not obviously coined into publication record and citations.	15/40
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 (10%);	Some conference activities, not an invited speaker	5/10
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. (20%).	Some management experience from India, but no record from Belgium	5/20
Final score		40/100

Candidate: Dr Sudheer Menon

Criteria	Rationale	Score
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. (30%);	Dr Menon lists 50 publications as a first author in the last 5 years (predominantly from 2021). All the publications were published in niche journals. Lack of google scholar. Looking through some of the publications they seem to be of a "review-like" nature. Dr Menon h-index is unknown. This candidate failed to attach 3 best publications	5/30
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 (40%);	Unknown	0/40
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 (10%);	Dr Manon has attended many international conferences and workshops. However, the candidate specified that only in two of them he presented a poster (Belgrade and New Delhi).	5/10
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. (20%).	The candidate lists many management and administrative responsibilities held over his career. Some of them are not well specified (i.e. syllabus preparation for Bsc, Msc and Phd students), and some are hard to believe (i.e. being University senate member)	5/20
Final score		15/100

Candidate: Abdullatif Abdullah Ahmed Abolohom

Criteria	Rationale	Score
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. (30%);	Dr Abolohom has only very limited publication list -4 publications "under review" and other 4 published as conference or review papers. However, the topics of publications do not even remotely align with the advertised position	5/30
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 (40%);	Dr Abolohom specializes in machine learning application in linguistics. His connection to biological science and marine metagenomics seems missing	5/40
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 (10%);	Dr Abolohom has attended some conferences and workshops in linguistics in the last 5 years	10/20
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. (20%).	Some FCT grants from the last 5 years (as a team member)	5/20
Final score		25/100

Candidate: Akorwora Wisdom Ziireh

Criteria	Rationale	Score
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. (30%);	Lack of PhD obtained – not considered	
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 (40%);		
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 (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. (20%).		
Final score		

Name of the jury, position (president or member)

Dr Andrzej Tkacz

Signature

Andrzej Tkacz

