



## Minute Nº 2

On the twenty-eighth day of November two thousand and twenty-three, at 9:30 hours, the jury nominated by the CCMAR board of Directors on 18/10/2023, met, for the meeting 2 of the call Ref. CCMAR/IJ/16/2023. The meeting was held for the award of a vacancy for Junior Researcher (M/F) under an uncertain term employment contract within the research project “BreedFlat - *New approaches on the dietary-effects in broodfish: the role of nutrition on sustainable production of flatfish*”, Ref. EEA.BG.CALL4.019.2020/ PT-INNOVATION-0080 funded through Mecanismo Financeiro do Espaço Económico Europeu (MFEED 2014-2021), no âmbito da Área Programática Desenvolvimento de Negócios, Inovação e PME’s do Programa Crescimento Azul. The nominated jury was composed by Doctor Elsa Cabrita, Professor at University of Algarve, coordinator of the project and researcher at CCMAR (president of the jury), Doctor Catarina Oliveira, researcher at University of Algarve and CCMAR (member), and Doctor Pedro Rodrigues, Professor at University of Algarve and researcher at CCMAR (member). The meeting had only one point in the agenda: admission and evaluation of applications to the vacancy CCMAR/IJ/16/2023.

### I – Candidates

Two applications were received for the position:

1. Alsayed Alsoudy Mohamed Mostafa
2. Cláudia Raposo de Magalhães

### II - Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to admit both candidates.

### III – 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.*

Alsayed Alsoudy Mohamed Mostafa
Cláudia Raposo de Magalhães

Evaluation (from 0-100 points) is obtained through 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.

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:

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 (40%);

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 (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 (30%);

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 (5%).

Annex 2 presents the individual evaluation performed by each member of the jury and Table 2 summarizes the overall classification given by each member of the jury.

*Table 2. Overall classification (0-100) of the admitted applicants of call CCMAR/IJ/16/2023:*

<b>Candidate</b>	<b>President of the jury Dr. Elsa Cabrita</b>	<b>Member Dr. Catarina Oliveira</b>	<b>Member Dr. Pedro Rodrigues</b>
Alsayed Alsoudy Mohamed Mostafa	29	33	30.5
Cláudia Raposo de Magalhães	75	82	84

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 Cláudia Raposo de Magalhães received 3 votes. Considering that just one candidate remained, the second place was automatically assigned to candidate Alsayed Alsoudy Mohamed Mostafa.

Table 3 presents the final ranking of the candidates.

*Table 3. Final ranking of the candidates - call CCMAR/IJ/16/2023.*

<b>Candidates</b>	<b>Final Ranking</b>
Cláudia Raposo de Magalhães	1st
Alsayed Alsoudy Mohamed Mostafa	2nd

#### IV - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose hiring Doctor Cláudia Raposo de Magalhães, who will be contacted 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 Elsa Cabrita

(President)



Doctor Catarina Oliveira

(member)



Doctor Pedro Rodrigues

(member)

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**Annex 1**  
**Statement of no conflict of interests**

**Call no. CCMAR/IJ/16/2023**

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: 28-11-2023

By the members of the Jury:



Doctor Elsa Cabrita  
(President)



Doctor Catarina Oliveira  
(member)



Doctor Pedro Rodrigues  
(member)

ATA N.º 2  
CCMAR/IJ/16/2023

**JUNIOR RESEARCHER (M/F) in the area of biological sciences**  
**1 VACANCY**

EEA.BG.CALL4.019.2020/ PT-INNOVATION-0080  
**ANNEX 2**  
**CURRICULAR EVALUATION**

Candidate: **Alsayed Alsoudy Mohamed Mostafa**

<b>Criteria</b>	<b>Rationale</b>	<b>Score (0-100)</b>
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. (40%);	The articles presented by the candidate are not on the scope of the call.	<b>12</b>
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 (25%);	The candidate does not mention project participation neither experience in proteomics, although he mentions skills in protein extraction and bioinformatics.	<b>8</b>
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 (30%);	The work presented at congress are not on the scope of the call.	<b>9</b>
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. (5%).	No management activities reported	<b>0</b>
<b>Final score</b>		<b>29</b>

Dr. Elsa Cabrita, President of the jury



**Candidate: Cláudia Raposo de Magalhães**

<b>Criteria</b>	<b>Rationale</b>	<b>Score (0-100)</b>
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. (40%);	Excellent scientific production for a young candidate in the area of the call.	<b>36</b>
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 (25%);	Participation in several projects on the scope of the position; skills in fish proteomic analysis and statistics, protein extraction methods and bioinformatic analysis.	<b>21</b>
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 (30%);	High record of dissemination activities relevant for the scope of the position	<b>18</b>
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. (5%).	No management activities reported	<b>0</b>
<b>Final score</b>		<b>75</b>

Dr. Elsa Cabrita, President of the jury



Candidate: **Alsayed Alsoudy Mohamed Mostafa**

<b>Criteria</b>	<b>Rationale</b>	<b>Score (0-100)</b>
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. (40%);	Although the candidate presented 3 scientific papers published in high quality peer review journals, these papers are not under the scope of the requirements of the call.	<b>16</b>
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 (25%);	The candidate does not show any projects participation neither expertise in proteomics. Still, the candidate shows evidence of protein extraction and bioinformatics relevant experience.	<b>8</b>
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 (30%);	The CV shows some congress participation, however the thematic presented is not relevant for the present call.	<b>9</b>
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. (5%).	The candidate does not present any management activities in his CV.	<b>0</b>
<b>Final score</b>		<b>33</b>

Dr. Catarina Oliveira, Member of the jury

*Catarina Oliveira*

**Candidate: Cláudia Raposo de Magalhães**

<b>Criteria</b>	<b>Rationale</b>	<b>Score (0-100)</b>
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. (40%);	The candidate presented 3 scientific papers considered as more relevant, which are not only of high quality, but also show the candidate has the required skills for the development of the project tasks.	<b>40</b>
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 (25%);	The candidate shows the participation in relevant projects for the scope of this position, as well as she proved a high level of expertise in all the points of the requirements, including laboratory proteomic technics and further bioinformatic analysis.	<b>21</b>
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 (30%);	The candidate has a high track record of dissemination items, in relevant thematic for the scope of this position.	<b>21</b>
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. (5%).	The candidate does not present any management activities in his CV.	<b>0</b>
<b>Final score</b>		<b>82</b>

Dr. Catarina Oliveira, Member of the jury

*Catarina Oliveira*



**Candidate: Alsayed Alsoudy Mohamed Mostafa**

<b>Criteria</b>	<b>Rationale</b>	<b>Score (0-100)</b>
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. (40%);	The 3 scientific more relevant papers pointed by the candidate are not within the scope of this call.	<b>14</b>
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 (25%);	The candidate does not show any projects participation neither expertise in proteomics.	<b>7.5</b>
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 (30%);	The thematic of the works presented by the candidate is not within the scope of the present call.	<b>9</b>
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. (5%).	No management activities mentioned in the candidate's CV.	<b>0</b>
<b>Final score</b>		<b>30.5</b>

Dr. Pedro Rodrigues, Member of the jury



**Candidate: Cláudia Raposo de Magalhães**

<b>Criteria</b>	<b>Rationale</b>	<b>Score (0-100)</b>
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. (40%);	The 3 more relevant scientific papers are published in quality high impact magazines and are within the scope of the present call. The candidate also presents the required skills needed to fulfill the tasks proposed in the project.	<b>40</b>
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 (25%);	The candidate shows the required expertise namely in proteomics and bioinformatics analysis. There is also a relevant participation in research projects in thematic related to the one of this project.	<b>20</b>
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 (30%);	The thematic of the works presented by the candidate is within the scope of the present call.	<b>24</b>
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. (5%).	No management activities mentioned in the candidate's CV.	<b>0</b>
<b>Final score</b>		<b>84</b>

Dr. Pedro Rodrigues, Member of the jury

