

Minute 2

CCMAR/TSI/02/2022

Call for a Research Technical Officer (M/F) position, in the Paleoceanography/Paleoclimate area, under an uncertain term employment contract under the research project PTDC/CTA-CLI/2884/2021 - ICW3P *“Impacto do aquecimento global no afloramento costeiro e produção primária na margem Portuguesa: um estudo que combina indicadores clássicos e emergentes.”* funded by Fundação para a Ciência e a Tecnologia, I.P./MCTES.

I - Introduction

On 12th day of the month of April, two thousand and twenty-two, at three P.M., the Jury nominated for the call with reference CCMAR/TSI/02/2022, gathered for the allocation of the Research Technical Officer (M/F) position in the Paleoceanography/Paleoclimate area. The jury, composed by Dr. Fátima Abrantes, Principal Researcher with Habilitation at IPMA and CCMAR and coordinator of the project at CCMAR (president); Dr. Livia Gebara, assistant researcher at IPMA and CCMAR (member) and Dr. Emilia Salgueiro assistant researcher at IPMA and CCMAR (member) had the following points of agenda: admission and evaluation of applications admitted to the position CCMAR/TSI/02/2022.

II – Candidates

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

Ângela Pacheco
Bárbara Rodrigues de Almeida
Bernardo Mendes Bento dos Santos Aguiar
Bruno Gonçalo Guerreiro da Silva
Carlo Bravo
Daniela Gaspar Torres
Daniele Vasconcelos do Nascimento
Eslam Abdelhady
Fernanda Ferreira
Fernando Moreira Vasconcelos de Oliveira
Guilherme Martins Ebo
Márcia Bozzetti Moreira
Nara de Oliveira Rodrigues José
Nuria Garrigós-Alcalá
Paloma Sapucaia de Carvalho Simões
Pedro Miguel Mota Martins
Renata Martins Pacheco
Sofia de Sousa Leite Goulart de Ávila
Tiago Pereira Rodrigues

III - Exclusion of applications

The jury analysed the applications, considering the mandatory documents, and admitted all the candidates for evaluation.

IV - Evaluation of applications

The nineteen candidates who applied were admitted to the evaluation and ranking phase (Table 1). 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 1 below:

Table 1. Table with the evaluation of applicants.

Candidate	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Final Classification
Ângela Pacheco	0.0	12.3	14.7	8.3	7.5
Bárbara Rodrigues de Almeida	5.7	9.0	13.7	0.0	7.7
Bernardo Mendes Bento dos Santos Aguiar	3.3	0.0	12.3	0.0	3.8
Bruno Gonçalo Guerreiro da Silva	0.0	12.0	13.7	6.7	7.0
Carlo Bravo	15.3	14.7	16.3	8.3	14.6
Daniela Gaspar Torres	7.7	0.0	6.0	0.0	4.3
Daniele Vasconcelos do Nascimento	3.3	10.0	15.7	15.0	9.0
Eslam Abdelhady	6.7	0.0	3.3	0.0	3.3
Fernanda Ferreira	12.0	12.3	13.3	6.0	11.8
Fernando Moreira Vasconcelos de Oliveira	3.3	0.0	10.0	0.0	3.3
Guilherme Martins Ebo	19.3	14.3	16.0	0.0	15.2
Márcia Bozzetti Moreira	11.3	9.0	13.3	11.0	11.0
Nara de Oliveira Rodrigues José	9.0	10.0	15.0	0.0	9.6
Nuria Garrigós-Alcalá	0.0	11.3	15.7	0.0	6.5
Paloma Sapucaia de Carvalho Simões	0.0	13.3	15.7	0.0	7.1
Pedro Miguel Mota Martins	3.3	0.0	14.0	0.0	4.1
Renata Martins Pacheco	0.0	0.0	8.0	0.0	1.6
Sofia de Sousa Leite Goulart de Ávila	8.0	0.0	6.7	0.0	4.5
Tiago Pereira Rodrigues	0.0	12.0	16.7	0.0	6.9

Criteria:

1. Experience in lipid biomarkers analysis by gas chromatography (40%);
2. Previous work experience in other sediment analysis such as elemental analysis, grain size analysis, sample preparation for microfossil identification (30%);
3. Experience with Excel (independent user level) (20%);
4. Experience in marine sampling campaigns and oceanographic cruises (10%).

Table 3. Ordered classification table - Ref. CCMAR/TSI/02/2022 - indicating the final score and ranking of candidates admitted to the call.

	Candidate	Final grade	Ranking
1	Guilherme Martins Ebo	15.2	1º
2	Carlo Bravo	14.6	2º
3	Fernanda Ferreira	11.8	3º
4	Márcia Bozzetti Moreira	11.0	4º
5	Nara de Oliveira Rodrigues José	9.6	5º
6	Daniele Vasconcelos do Nascimento	9.0	6º
7	Bárbara Rodrigues de Almeida	7.7	7º
8	Ângela Pacheco	7.5	8º
9	Paloma Sapucaia de Carvalho Simões	7.1	9º
10	Bruno Gonçalo Guerreiro da Silva	7.0	10º
11	Tiago Pereira Rodrigues	6.9	11º
12	Nuria Garrigós-Alcalá	6.5	12º
13	Sofia de Sousa Leite Goulart de Ávila	4.5	13º
14	Daniela Gaspar Torres	4.3	14º
15	Pedro Miguel Mota Martins	4.1	15º
16	Bernardo Mendes Bento dos Santos Aguiar	3.8	16º
17	Eslam Abdelhady	3.3	17º
18	Fernando Moreira Vasconcelos de Oliveira	3.3	18º
19	Renata Martins Pacheco	1.6	19º

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.

V - Conclusion

The candidates obtained a final classification between 1.6 and 15.2 values (Table 2), with the candidate **Guilherme Martins Ebo** having the highest classification (fifteen point two values; Table 3).

Considering the elements presented, the jury considers that the candidate **Guilherme Martins Ebo** is the one that gathers the best 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 upon was closed, with 4 pages and one annex, which after being read and approved were signed by the members of the jury.



Dr. Fátima Abrantes



Dr. Livia Gebara



Dr. Emilia Salgueiro

Annex

Statement of no conflict of interests

Call no. CCMAR/TSI/02/2022

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: 12/04/2022

By the members of the Jury:



Dr. Fátima Abrantes



Dr. Livia Gebara



Dr. Emilia Salgueiro