

## Minute 2

### I – Introduction

On the twenty third of October two thousand and twenty-three at 10:00 hours, the jury nominated by the CCMAR board of Directors on 10-03-2023 met for the second meeting of the call Ref. CCMAR/GP/15/2023. The meeting was held for the award of a vacancy for a Project manager (M/F) under an uncertain term working contract for applicants of any nationality, including stateless candidates for temporary needs and connected activities under project ALG-05-3559-FSE-000020 - Contratação de Recursos Humanos Altamente Qualificados (PME ou CoLAB) funded by European Social Fund (FSE) of the European Union, through CRESC ALGARVE 2020 do Portugal 2020 and Aquaserv project Number 101131121 HORIZON-RIA funded by the European Commission. The nominated jury comprises the President of CCMAR, Professor Adelino Canário (President of the jury), Professor Deborah Power, group leader, and Doctor Cymon Cox, group leader.

The agenda was admission and evaluation of applications.

### II - Candidates

Nine applications were received for the position of Project manager:

- 1- Ana Alexandra Soares Aranda da Silva
- 2- Adeleke Toheeb Babatunde
- 3- Ana Carolina Simões Braga
- 4- Africa Barrios Trullols
- 5- Marc Ferrer
- 6- Abir Gharbi
- 7- Inês Neves Vaz de Pinho
- 8- Márcia Sofia da Silva Santos
- 9- Ivan Loaiza Alamo

All nine candidates were admitted to the evaluation and ranking.

### III – Evaluation of applications

The selection was based on the documents provided. The jury applied the evaluation criteria and weighting factors set out in the vacancy announcement, as shown in table 1:

- a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities (60%).
- b) Letter of motivation (15%).
- c) Letters of recommendation (25%).

As stated in the notice, the jury contacted and interviewed three candidates, as it was necessary for them to provide additional information about the documents submitted or clarification on curricula-related aspects.

The jury interviewed the candidates Ana Alexandra Soares Aranda da Silva, Ana Carolina Simões Braga, and Africa Barrios Trullols on October 19 and 20, 2023.

Table 1: criterion and candidate's average scores (%) based on detailed evaluation in Annex 2:

| <b>Candidate</b>                     | <b>Criteria a)</b> | <b>Criteria b)</b> | <b>Criteria c)</b> | <b>Total</b> |
|--------------------------------------|--------------------|--------------------|--------------------|--------------|
| Ana Alexandra Soares Aranda da Silva | 50                 | 13                 | 20                 | 83           |
| Adeleke Toheeb Babatunde             | 2                  | 2                  | 0                  | 4            |
| Ana Carolina Simões Braga            | 25                 | 9                  | 0                  | 34           |
| Africa Barrios Trullols              | 40                 | 11                 | 18                 | 69           |
| Marc Ferrer                          | 25                 | 10                 | 0                  | 35           |
| Abir Gharbi                          | 20                 | 8                  | 0                  | 28           |
| Inês Neves Vaz de Pinho              | 30                 | 11                 | 0                  | 41           |
| Márcia Sofia da Silva Santos         | 35                 | 10                 | 0                  | 45           |
| Ivan Loaiza Alamo                    | 35                 | 8                  | 0                  | 43           |

After assigning scores to all candidates, the jury proceeded to rank the candidates according to the table 2:

| <b>Name</b>                          | <b>Final classification</b> | <b>Ranking</b>  |
|--------------------------------------|-----------------------------|-----------------|
| Ana Alexandra Soares Aranda da Silva | 83                          | 1 <sup>st</sup> |
| Africa Barrios Trullols              | 69                          | 2 <sup>nd</sup> |
| Márcia Sofia da Silva Santos         | 45                          | 3 <sup>rd</sup> |
| Ivan Loaiza Alamo                    | 40                          | 4 <sup>th</sup> |
| Inês Neves Vaz de Pinho              | 41                          | 5 <sup>th</sup> |
| Marc Ferrer                          | 35                          | 6 <sup>th</sup> |
| Ana Carolina Simões Braga            | 34                          | 7 <sup>th</sup> |
| Abir Gharbi                          | 28                          | 8 <sup>th</sup> |
| Adeleke Toheeb Babatunde             | 4                           | 9 <sup>th</sup> |

## **V – Conclusion**

The candidate ranked in first place was Ana Alexandra Soares Aranda da Silva. According to the elements presented, the jury considered that the candidate Ana Alexandra Soares Aranda da Silva meets the conditions for eventual selection and proposes the ratification of this decision to the CCMAR Board of Directors.

The jury will proceed to the right of the prior hearing of the candidates, setting a deadline of 10 working days for them to claim what they consider convenient, whether in relation to scientific or procedural matters.

With no other item in the agenda, the meeting of which minutes were drawn was closed, with 03 pages, and annexes, which, after being read and approved, were signed by the jury members.

A handwritten signature in black ink, appearing to read 'A. Canário', written in a cursive style.

Professor Adelino Canário (President)

A handwritten signature in blue ink, appearing to read 'D. Power', written in a cursive style.

Professor Deborah Power (member)

A handwritten signature in black ink, appearing to read 'C. Cox', written in a cursive style.

Doctor Cymon Cox (member)

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## **Annex 1**

### **Statement of no conflict of interests**

Call no. CCMAR/GP/15/2023

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

Faro, 24/10/2023

By the members of the Jury:



Professor Adelino Canário



Professor Deborah Power



Doctor Cymon Cox

**Annex 2**  
**Call no. CCMAR/GP/15/2023**  
**Curricular Evaluation**

Candidate: Ana Alexandra Soares Aranda da Silva

| Criteria  | Substantiation of evaluation  | Points    |
|---|---|-----------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | PhD, experience as a researcher in Ocean sciences, participation in several European projects, Head of advanced training, and managerial role in a European network, excellent English. | 50        |
| b) Letter of motivation (15%).  | A strong letter of motivation   | 13        |
| c) letters of recommendation (25%).   | A very strong letter of recommendation  | 20        |
| <b>Sum of scores score</b>  |   | <b>83</b> |

Candidate: Adeleke Toheeb Babatunde

| Criteria  | Substantiation of evaluation   | Points   |
|---|--|----------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | Background unrelated to the requirements. No experience in EU Horizon project management | 2        |
| b) Letter of motivation (15%).  | Vague letter of motivation   | 2        |
| c) letters of recommendation (25%).   | Not requested  | 0        |
| <b>Sum of scores score</b>  |  | <b>4</b> |

Candidate: Ana Carolina Simões Braga

| Criteria  | Substantiation of evaluation   | Points    |
|---|--|-----------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | PhD in business management worked in projects related to business, lecturing experience, English fluency not adequate. No experience in EU Horizon project management. | 25        |
| b) Letter of motivation (15%).  | A good letter of motivation  | 9         |
| c) letters of recommendation (25%).   | Not requested  | 0         |
| <b>Sum of scores score</b>  |  | <b>34</b> |

Candidate: Africa Barrios Trullols

| Criteria  | Substantiation of evaluation  | Points |
|---|---|--------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | MSc, experience as regional Government policy assistant and trained in European Commission policies. Fluent English. No experience in EU Horizon project management | 40     |
| b) Letter of motivation (15%).  | A strong letter of motivation   | 11     |
| c) letters of recommendation (25%).   | Very positive letters of recommendation   | 18     |

|                            |    |
|----------------------------|----|
| <b>Sum of scores score</b> | 69 |
|----------------------------|----|

Candidate: Marc Ferrer

| Criteria  | Substantiation of evaluation   | Points |
|---|--|--------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | Master Aquaculture, recently employed as a technician and some experience in managing environmental projects. No experience in European project management | 25     |
| b) Letter of motivation (15%).  | A good motivation letter   | 10     |
| c) letters of recommendation (25%).   | Not requested  | 0      |
| <b>Sum of scores score</b>  |  | 35     |

Candidate: Abir Gharbi

| Criteria   | Substantiation of evaluation   | Points |
|--|--|--------|
| Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | Master on Blue Growth, practical experience as a fisheries technician. No experience in project management | 20     |
| b) Letter of motivation (15%).   | A good letter of motivation  | 8      |
| c) letters of recommendation (25%).  | Not requested  | 0      |
| <b>Sum of scores score</b>   |  | 28     |

Candidate: Inês Neves Vaz de Pinho

| Criteria  | Substantiation of evaluation  | Points |
|---|---|--------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | BSc economy, practical training on financial and administrative management at marine economy cluster. No experience in EU Horizon project management. | 30     |
| b) Letter of motivation (15%).  | A good letter of motivation   | 11     |
| c) letters of recommendation (25%).   | Not requested   | 0      |
| <b>Sum of scores score</b>  |   | 41     |

Candidate: Márcia Sofia da Silva Santos

| Criteria  | Substantiation of evaluation  | Points |
|---|---|--------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | PhD with background in marine biology and biotechnology, experience as a researcher, participating in national projects and working in industry. No experience in EU Horizon project management | 35     |
| b) Letter of motivation (15%).  | A good letter of motivation   | 10     |
| c) letters of recommendation (25%).   | Not requested   | 0      |
| <b>Sum of scores score</b>  |   | 45     |

Candidate: Ivan Loaiza Alamo

| Criteria | Substantiation of evaluation | Points |
|----------|------------------------------|--------|
|----------|------------------------------|--------|

|   |   |           |
|---|---|-----------|
| a) Curriculum vitae describing project management experience, relevant skills and achievements, and any other relevant activities. (60%). | PhD in marine sciences, with experience as a researcher and participation in research projects some international. No experience in EU Horizon project management | 35        |
| b) Letter of motivation (15%).  | A good letter of motivation   | 8         |
| c) letters of recommendation (25%).   | Not requested   | 0         |
| <b>Sum of scores score</b>  |   | <b>43</b> |



Professor Adelino Canário



Professor Deborah Power



Doctor Cymon Cox