

Minute 2

CCMAR/TSI/07/2025

Flora Nunes *Sojia Emargada*

I - Introduction

On the 26th day of March 2025, at 17:00 hours, the jury nominated by the CCMAR board of Directors on 25-02-2025, met for the meeting 2 of the call Ref. CCMAR/TSI/07/2025. The meeting was held for the award of a position for a Research Technician (Técnico/a Superior de Investigação) (M/F), in the scientific field of **Biology (Cellular Aquaculture)** to satisfy temporary needs under an uncertain term employment contract in order to support the work carried in the context of the project **INOVACEL – “Sustentabilidade e Inovação na Aquacultura Celular: Uma Abordagem Circular com Microalgas”**, Project no. 17404, Operation no. ALGARVE-FEDER-01192400 co-financed by the European Union through the Algarve 2030 and COMPETE 2030 Operational Programs, under Portugal 2030. The nominated jury present at the meeting was composed by Dr. Vincent Laizé, project coordinator at CCMAR, researcher and team leader at CCMAR (jury president); Dr. Joana Rosa, researcher and team leader at S2AQUAcoLAB and researcher at CCMAR (jury member); Dr. Natércia Conceição, associate professor at UALG and team leader at CCMAR (jury member) with the following agenda: admission and assessment of the applications received to the position CCMAR/TSI/07/2025.

II - Statement of no conflict of interests

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

III – Candidates

A total of 19 applications were received for the position of Research Technician, that by order of reception were:

- Tondu Florane
- Tanya Maria Wilson
- Marlena Penn

- Alba Vazquez Arias
- André Jerónimo Guerra
- Smilla Liliana Uma Marlene Adlet
- Eunice Chandra da Silva Fong
- João Nuno Cravo Lindeza
- Maria da Graça Tomás
- Pedro Miguel da Conceição Gonçalves
- Cristina Araujo Matzenbacher
- Catarina Santos Nogueira Gomes
- Maria Inês Rodrigues Alfaiate
- Wanderson Valente dos Santos
- Rafaela Alexandra Pereira Pestana
- Pedro Aragão Moreira Lima
- Joanna Melissa Ribeiro Gonçalves
- Romio Júnior Silva Pinto
- Sergei Danchenko

IV – Admission and Evaluation of applications

2 candidates were not admitted to the evaluation phase (**Table 1**) due to failure in meeting one or more requirements stated in the official announcement, as follows:

- Master’s degree in Biology, Biotechnology, Biochemistry, or related areas.
- Proven experience of work in a research laboratory.
- Good knowledge of written and spoken English and Portuguese.

And/or failure in submitting all documents/information required in the official announcement, as follows:

- Motivation letter in English.
- Detailed CV in English.
- Master’s degree certificate in the field of Biology, Biotechnology, Biochemistry, or related areas.

Table 1 – List of excluded applications

Name	Reason for non-admission
João Nuno Cravo Lindeza	No Master’s degree certificate in the field of Biology, Biotechnology, Biochemistry, or related areas.
Cristina Araujo Matzenbacher	No Master’s degree certificate in the field of Biology, Biotechnology, Biochemistry, or related areas.

Table 2 – List of admitted candidates

Name of the admitted candidates
Florane Tondu
Tanya Maria Wilson

Marlena Penn
Alba Vázquez Arias
André Jerónimo Guerra
Smilla Liliana Uma Marlene Adlet
Eunice Chandra da Silva Fong
Maria da Graça Tomás
Pedro Miguel da Conceição Gonçalves
Catarina Santos Nogueira Gomes
Maria Inês Rodrigues Alfaiate
Wanderson Valente dos Santos
Rafaela Alexandra Pereira Pestana
Pedro Aragão Moreira Lima
Joanna Melissa Ribeiro Gonçalves
Romio Júnior Silva Pinto
Sergei Danchenko

V - Evaluation of applications

The Jury evaluated the application documents of the eligible candidates (**Table 2**) and applied the classification criteria and weighting factors set out in the vacancy announcement as shown in **Table 3** below:

Table 3. Table with the evaluation of applications.

Candidate	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Final Classification
Florane Tondu	0	0	5	15	15	7.0
Tanya Maria Wilson	0	0	10	15	15	8.0
Marlena Penn	0	10	10	20	18.5	11.7
Alba Vázquez Arias	0	5	10	15	15	9.0
André Jerónimo Guerra	0	5	10	15	14	8.8
Smilla Liliana Uma Marlene Adlet	0	10	10	15	16	10.2
Eunice Chandra da Silva Fong	10	15	15	15	16	14.2
Maria da Graça Tomás	0	0	0	10	15	5.0
Pedro Miguel da Conceição Gonçalves	0	5	0	15	17	7.4
Catarina Santos Nogueira Gomes	7.5	15	7.5	15	16	12.2
Maria Inês Rodrigues Alfaiate	0	15	7.5	15	18	11.1
Wanderson Valente dos Santos	5	5	2.5	15	15	8.5
Rafaela Alexandra Pereira Pestana	0	0	0	15	17	6.4
Pedro Aragão Moreira Lima	0	0	0	15	17	6.4
Joanna Melissa Ribeiro Gonçalves	0	0	15	20	14	9.8

Romio Júnior Silva Pinto	0	10	10	15	17	10.4
Sergei Danchenko	0	0	10	15	18	8.8

Evaluation criteria and respective weighting:

1. Proven experience in the development of primary cell cultures – 20%
2. Proven experience in the maintenance and characterization of cell lines – 20%
3. Proven experience in biochemical analysis of cell biomass – 20%
4. English proficiency (the motivation letter must be written in English) – 20%
5. Applicant merit (Final MSc. grade) – 20%

Note: The final grades in table 3 represent the average of the individual evaluation performed by each member of the jury, presented on a scale from **0** to **20**, rounded to the nearest tenth.

Table 4. Presents the final classification.

Candidate	Final Classification	Ranking
Eunice Chandra da Silva Fong	14.2	1st
Catarina Santos Nogueira Gomes	12.2	2nd
Marlena Penn	11.7	3rd
Maria Inês Rodrigues Alfaiate	11.1	4th
Romio Júnior Silva Pinto	10.4	5th
Smilla Liliana Uma Marlene Adlet	10.2	6th
Joanna Melissa Ribeiro Gonçalves	9.8	7th
Alba Vázquez Arias	9.0	8th
André Jerónimo Guerra	8.8	9th
Sergei Danchenko	8.8	9th
Wanderson Valente dos Santos	8.5	10th
Tanya Maria Wilson	8.0	11st
Pedro Miguel da Conceição Gonçalves	7.4	12nd
Florane Tondu	7.0	13rd
Rafaela Alexandra Pereira Pestana	6.4	14th
Pedro Aragão Moreira Lima	6.4	14th
Maria da Graça Tomás	5.0	15th

V – Conclusion

The candidate Eunice Chandra da Silva Fong obtained a final classification 14.2 points (out of a total of 20).

Considering the elements presented, the candidate Eunice Chandra da Silva Fong gathers 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 all 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.

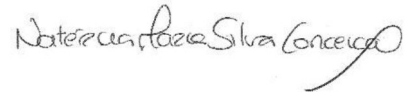
With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 5 pages, which after being read and approved were signed by the members of the jury.



Doctor Vincent Laizé



Doctor Joana Rosa



Doctor Natércia Conceição