

## MINUTE Nº 2

### I - Introduction

On the 29<sup>th</sup> day of May two thousand and twenty-six, at 15:00, the second meeting of the jury, nominated by the CCMAR board of Directors on 19/01/2026 for the call Ref. CCMAR/IJ/02/2026, was held. The meeting was held for the award of a position of a Junior Researcher in the area of Biological Sciences (M/F), of any nationality, including stateless candidates, under an uncertain term employment contract to recruit and select the best candidate for activities within the research project 101148241 - LIFE23-NAT-PT: Large-scale conservation and restoration of critically threatened seagrass habitat on Atlantic infralittoral sand and coastal lagoons funded by the European Commission and within the RESTOREKELP: Marine forest restoration in exposed coastal waters, Prémio Fundação Belmiro de Azevedo 2025. The jury was composed of Professor Ester Serrão, Full Professor at the Algarve University and group leader at CCMAR (President); Doctor Gareth Pearson, Principal Researcher at CCMAR and group leader (regular member); Doctor Neusa Martins, Auxiliary Researcher at CCMAR (regular member); Professor Emanuel Gonçalves, Associate Professor at ISPA (regular member) and Professor Vanda Brotas, Researcher (and retired Full Professor) at MARE Faculty of Sciences University of Lisbon (regular member) and had the following agenda item: admission and evaluation of applications admitted to the contract CCMAR/IJ/02/2026.

### II - Statement of no Conflict of Interests

We, 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.

### III – Candidates

3 applications were received for the position

Alessandro Rossetti

Muhammad Salman Hameed

Luis Antonio de Matos Barreto

#### IV- Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the candidate Alessandro Rossetti due to failure in meeting requirement of having a PhD.

The remaining candidates (table 1) who applied were admitted to the evaluation and preliminary ranking phase.

Table 1 – Admitted Applicants

Name
<b>Muhammad Salman Hameed</b>
<b>Luis Antonio de Matos Barreto</b>

#### V – Evaluation of applications

The evaluation will consist of a curriculum assessment (final rating between 0-20).

Admitted applications were evaluated considering the scientific and curricular path, focusing on the relevance, quality, and up-to-datedness of the following criteria:

CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)

CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)

CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).

The score of each candidate was obtained by summing the points of each criterion multiplied by the respective weights according to the following formula:

$$C = CA*40\% + CB*30\% + CC*29\% + CD*1\%$$

Annex 1 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 **Luis Antonio de Matos Barreto** received 5 votes. The jury then continuing voting in accordance with table 2 which presents the order of vote, individual vote and candidate selected in each vote. The final ranking of the candidates is indicated in Table 3 and on the basis of the evaluation.

Table 2 - Order of vote, individual vote and candidate selected in each vote.

Order of place	Professor Ester Serrão	Doctor Gareth Pearson	Doctor Neusa Martins	Professor Emanuel Gonçalves	Professor Vanda Brotas	Selected
1	<b>Luis Antonio de Matos Barreto</b>	<b>Luis Antonio de Matos Barreto</b>	<b>Luis Antonio de Matos Barreto</b>	<b>Luis Antonio de Matos Barreto</b>	<b>Luis Antonio de Matos Barreto</b>	<b>Luis Antonio de Matos Barreto</b>
2	<b>Muhammad Salman Hameed</b>	<b>Muhammad Salman Hameed</b>	<b>Muhammad Salman Hameed</b>	<b>Muhammad Salman Hameed</b>	<b>Muhammad Salman Hameed</b>	<b>Muhammad Salman Hameed</b>

Table 3. Final ranking of the candidates - call CCMAR/II/02/2026.

Candidates	Final Ranking
<b>Luis Antonio de Matos Barreto</b>	1 <sup>st</sup>
<b>Muhammad Salman Hameed</b>	2 <sup>nd</sup>

#### VI - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors hiring **Luis Antonio de Matos Barreto**. 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. If the candidates don't not raise any objection within the legal period, the decision will become final without further formalities.

There being nothing further to discuss, the meeting was closed, having previously drawn up these minutes, with 3 pages and annexes, which, after being read, were unanimously approved by the members of the Selection Committee both regarding their content and the decision that they will be signed solely by the President, with the full consent of the committee members.

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Professor Ester Serrão  
(President of the jury)

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## Annexes

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## CCMAR/IJ/02/2026

### Junior Researcher – in the area of Biological Sciences

#### ANNEX 1

#### CURRICULAR EVALUATION

Candidate: **Muhammad Salman Hameed**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Good scientific production but limited thematic relevance.	13
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Limited relevance of practical research experience to project goals.	10
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Moderate dissemination and teaching activity	12
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Some management experience reported.	12
<b>Final score</b>		<b>11.09</b>

Name: **Emanuel Gonçalves**

Signature:



(Member of the jury)

Candidate: **Luís António de Matos Barreto**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Very relevant scientific production within marine biology and restoration ecology.	17
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Excellent practical and applied research profile, highly relevant to the call.	19
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Strong dissemination and supervision activities.	16
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Significant project coordination and management experience.	16
<b>Final score</b>		<b>17.29</b>

Name: **Emanuel Gonçalves**

Signature: 

(Member of the jury)

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## CCMAR/IJ/02/2026

### Junior Researcher – in the area of Biological Sciences


#### ANNEX 1

#### CURRICULAR EVALUATION

Candidate: **Muhammad Salman Hameed**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate presents reasonable scientific productivity, but with limited relevance to the specific scientific area of the call.	13
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Applied experience is mostly outside marine ecology and marine macroalgae restoration.	12
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Moderate evidence of dissemination and teaching activities.	11
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Some management and project participation experience.	12
<b>Final score</b>		<b>12.11</b>

Name: **Ester Serrão**



Signature:

(Member of the jury)

Candidate: **Luís António de Matos Barreto**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate presents a strong scientific curriculum directly aligned with the thematic scope of the call, including relevant publications in marine forest ecology, ecophysiology and restoration, demonstrating scientific maturity and high relevance for the proposed project.	15
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	The candidate demonstrates outstanding practical experience in kelp cultivation, marine forest restoration, integrated multi-trophic aquaculture and field transplantation, fully aligned with the objectives of the project.	19
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	The candidate shows strong dissemination activities through conference participation, practical teaching and supervision of students and trainees.	15
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Demonstrated experience in project coordination, stakeholder engagement and management of restoration activities.	14
<b>Final score</b>		<b>16.19</b>

Name: **Ester Serrão**



Signature:

(Member of the jury)

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## CCMAR/IJ/02/2026

### Junior Researcher – in the area of Biological Sciences

#### ANNEX 1

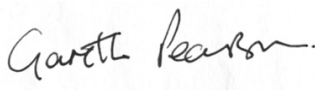
#### CURRICULAR EVALUATION

Candidate: **Luis Barreto**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Scientific output is highly relevant for the position (point removed for lack of first-author articles).	18/20
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Dive Master qualification. Extensive experience in kelp cultivation, experimental and field research, and restoration practices directly related to the project proposal. Interaction with IMTA facility, and algal biobanking.	19/20
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Supervision and training of BSc to MSc level students. Practical training of undergraduate students.	19/20
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Management experience liaising with municipal authorities and commercial enterprises in application to restoration practices/protocols.	20/20
<b>Final score</b>		<b>18.61</b>

Name: **Doctor Gareth Pearson**

Signature:



(Member of the jury)

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### Junior Researcher – in the area of Biological Sciences

#### ANNEX 1

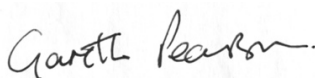
#### CURRICULAR EVALUATION

Candidate: **Muhammad Salman Hameed**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Mid-stage scientific career, with commensurate scientific output. Mostly in the area of plant pathology/entomology, therefore of little relevance for the position.  No experience in marine conservation or marine forest systems.	14/20
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Scientific diving qualifications reported in cover letter, but not in CV. Terrestrial fieldwork (entomology/pathology), but no experience with marine systems?	12/20
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Significant training and teaching experience for the career stage.	10/20
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Very good participation in research projects including coordination of a kelp restoration project in the long term.	15/20
<b>Final score</b>		<b>12.25</b>

Name: **Doctor Gareth Pearson**

Signature:



(Member of the jury)

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## CCMAR/IJ/02/2026

### Junior Researcher – in the area of Biological Sciences

#### ANNEX 1

#### CURRICULAR EVALUATION

Candidate: **Muhammad Salman Hameed**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Considerable scientific output, but with limited relevance to the subject of the call, as the candidate's work is mainly focused on plant protection, molecular biology, cyanobacterial systems and bioactive compound development.	12
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Extensive experience in molecular biology and entomology, but lacking specific expertise in the ecophysiology of marine photosynthetic organisms and macroalgal restoration.	10
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	The candidate demonstrates some engagement in knowledge dissemination through conference participation (9) and student supervision (two Master's and PhD students); however, there is limited evidence of broader outreach activities.	11
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	The candidate reports teaching experience and participation in two research projects; however, there is no clear evidence of involvement in the management, coordination, or evaluation of scientific programs.	10
<b>Final score</b>		<b>11.09</b>

Name: **Doctor Neusa Martins**

Signature: *Neusa Martins*

(Member of the jury)

Candidate: **Luís António de Matos Barreto**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate has published 4 papers as co-author in the last 5 years. The scientific content of these papers is within the required field of expertise for this specific application.	16
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	The candidate has experience in the required research field; demonstrated expertise in the ecophysiology of marine photosynthetic organisms, experience in laboratory and integrated multi-trophic aquaculture (IMTA) sporophyte cultivation and field restoration of kelps. Diving experience associated with restoration efforts is also reported.	19
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	The candidate demonstrates strong engagement in knowledge dissemination through conference participation via oral and poster presentations as well as student supervision (3 BSc, 4 Master, 8 International traineeships and 5 laboratory practical courses in UALG/CCMAR).	16
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	The candidate has participated in multiple research projects and coordinates the Cascais Municipality kelp restoration project for several years, managing stakeholders interactions and municipal coordination. Teaching experience is also reported.	17
<b>Final score</b>		<b>16.91</b>

Name: **Doctor Neusa Martins**

Signature: 

(Member of the jury)

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### Junior Researcher – in the area of Biological Sciences

#### ANNEX 1

#### CURRICULAR EVALUATION

Candidate: **Muhammad Salman Hameed**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Scientific production with limited direct relevance	12
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Limited alignment of applied research activities.	10
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Moderate dissemination profile.	11
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	Some evidence of management participation.	12
<b>Final score</b>		<b>11.11</b>

Name: **Vanda Costa Brotas Gonçalves**

Signature: *Vanda Brotas Gonçalves*

(Member of the jury)

Candidate: **Luís António de Matos Barreto**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Relevant and solid scientific production for the area of the call.	17
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (30%)	Excellent practical and applied research profile, highly relevant to the call.	19
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (29%)	Strong record in dissemination and student supervision	17
Relevant management and coordination experience.	Relevant management and coordination experience.	17
<b>Final score</b>		<b>17.6</b>

Name: **Vanda Costa Brotas Gonçalves**

Signature: 

(Member of the jury)