



Minute 2

CCMAR/TSI/05/2026

I - Introduction

On the 11th day of May two thousand and twenty-six, at 15 hours, the jury nominated by the CCMAR board of Directors on 14-04-2026, met by videoconference, for the meeting 2 of the call Ref. CCMAR/TSI/05/2026. The meeting was held for the award of 2 (two) positions of Research Technician (Técnico/a Superior de Investigação) (M/F) to meet temporary needs under an uncertain employment contract. The positions will support the work carried out in the context of the of the project Ref. MPr-2023-12-16551 (ALGARVE-FEDER-00772500), entitled AdaptKelp – “*Securing a sustainable future for the aquaculture of Laminaria ochroleuca*”, funded by the Portuguese Foundation for Science and Technology (FCT). The nominated jury present at the meeting was composed by Doctor Neusa Martins, project coordinator, Auxiliary Researcher and co-Group Leader at CCMAR (President of the Jury); Doctor Gareth Pearson, co-Group Leader and Principal Investigator at CCMAR (full member); Doctor Luís Barreto, Junior Researcher at CCMAR (full member) with the following agenda: admission and assessment of the applications received to the position CCMAR/TSI/05/2026.

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 14 applications were received for the position of Research Technician, that by order of reception were:

- Benjamim de Oliveira Marques Portugal
- Julia Soares Aguiar
- João André Carvalho Bentes
- Aditi Rajan Patkar
- Sofie Michelsen

- Maria de los Desamparados Busach Borrallo
- Daniel Troppe
- Gabriel da Costa Soares Pereira
- CONSTANÇA MARIA SOUSA BEXIGA
- Beatriz Isabel da Rocha Lima
- Miguel Ângelo Machado Caiola
- Cristian Martin Chapado
- Daniel Spolsky Labarta
- Maria Inês Carvalho Lopes

IV – Admission and Evaluation of applications

10 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:

1. Bachelor’s degree in Marine Biology or related fields;
2. Fluency in English, both written and spoken;
3. Experience in kelp cultivation;
4. Experience in the field of kelp ecology, biology and reproduction;
5. Experience in light microscopy and image analysis techniques (machine learning – FIJI, deep learning).

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

1. Motivation letter in English.
2. Detailed CV in English.
3. Copy of the Bachelor’s degree certificate.
4. Email contacts of up to three references.

Table 1 – List of excluded applications

| Name | Reason for non-admission |
|----------------------------|---|
| João André Carvalho Bentes | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction, nor in light microscopy and image analysis techniques, based on the information provided in the curriculum vitae and motivation letter. |
| Aditi Rajan Patkar | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction based on the information provided in the curriculum vitae and motivation letter. |
| Sofie Michelsen | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction, nor in light microscopy and image analysis techniques, based on the information provided in the curriculum vitae and motivation letter. |

| | |
|---|---|
| Maria de los Desamparados Busach Borrallo | The candidate did not demonstrate experience in light microscopy and image analysis techniques, based on the information provided in the curriculum vitae and motivation letter. |
| Daniel Troppe | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction based on the information provided in the curriculum vitae and motivation letter. |
| CONSTANÇA MARIA SOUSA BEXIGA | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction based on the information provided in the curriculum vitae and motivation letter. |
| Beatriz Isabel da Rocha Lima | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction, nor in light microscopy and image analysis techniques, based on the information provided in the curriculum vitae and motivation letter. |
| Miguel Ângelo Machado Caiola | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction based on the information provided in the curriculum vitae and motivation letter. |
| Cristian Martin Chapado | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction based on the information provided in the curriculum vitae and motivation letter. |
| Daniel Spolsky Labarta | The candidate did not demonstrate experience in kelp cultivation, ecology, biology, and reproduction based on the information provided in the curriculum vitae and motivation letter. |

Table 2 – List of admitted candidates

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| Name of the admitted candidates |
| Benjamim de Oliveira Marques Portugal |
| Julia Soares Aguiar |
| Gabriel da Costa Soares Pereira |
| Maria Inês Carvalho Lopes |

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 | Final Classification |
|---------------------------------------|-------------|-------------|-------------|----------------------|
| Benjamim de Oliveira Marques Portugal | 18.5 | 18.3 | 19.4 | 18.6 |
| Julia Soares Aguiar | 18.9 | 18.5 | 19.3 | 18.8 |

| | | | | |
|---------------------------------|------|------|------|------|
| Gabriel da Costa Soares Pereira | 17.5 | 16.6 | 16.4 | 16.9 |
| Maria Inês Carvalho Lopes | 17.4 | 17.1 | 11.0 | 16.0 |

Evaluation criteria and respective weighting:

1. Proven experience in kelp cultivation - 40%
2. Proven experience in the field of kelp ecology, biology and reproduction- 40%
3. Proven experience in light microscopy and image analysis techniques (machine learning – FIJI, deep learning)– 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.

The present recruitment procedure aims to hire two (2) individuals to meet temporary needs, with the positions being filled by the candidates ranked in the first two places on the final ranking list approved by the selection committee.

Table 4 presents the Classification and Ranking.

Table 4. Classification and Ranking.

| Candidate | Final Classification | Ranking |
|---------------------------------------|-----------------------------|-----------------|
| Julia Soares Aguiar | 18.8 | 1 st |
| Benjamim de Oliveira Marques Portugal | 18.6 | 2 nd |
| Gabriel da Costa Soares Pereira | 16.9 | 3 rd |
| Maria Inês Carvalho Lopes | 16.0 | 4 th |

V – Conclusion

The candidate **Julia Soares Aguiar** obtained a final classification 18.8 points (out of a total of 20) and candidate **Benjamim de Oliveira Marques Portugal** obtained a final classification of 18.6 points (out of a total of 20).

Considering the elements presented, candidates **Julia Soares Aguiar and Benjamim de Oliveira Marques Portugal** 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.

Neusa Elisabete Martins

Neusa Martins

Gareth Pearson

Gareth Pearson

Luís Barreto

Luís Barreto