

## Minute 2

CCMAR/TSI/08/2026

### I - Introduction

On the 21st day of May two thousand and twenty-six, at 10 hours, the jury nominated by the CCMAR board of Directors on 28-04-2026, met by videoconference, for the meeting 2 of the call Ref. CCMAR/TSI/08/2026. The meeting was held for the award of a position of Research Technician (Técnico/a Superior de Investigação) (M/F) to meet temporary needs under an uncertain employment contract. The selected candidate will support work carried out within the scope 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 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. Leonor Cancela, Emeritus professor at UALG and team leader 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/08/2026.

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

- Eva Braz De Sousa Dias
- Beatriz Pedrosa
- Constança Maria Sousa Bexiga
- Daniel Spolsky Labarta
- Diogo Xavier Nunes

#### IV – Admission and Evaluation of applications

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

- MSc in Biology, Biotechnology, Biochemistry, or related fields.
- Proven experience in a research laboratory.
- Good knowledge of written/spoken English.
- Good knowledge of written/spoken Portuguese.

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

- Motivation letter in English.
- Detailed CV in English, including evidence of good Portuguese language proficiency.
- Copy of the Master’s degree certificate.
- Email contacts of up to three references.

**Table 1** – List of excluded applications

Name	Reason for non-admission
Beatriz Pedrosa	No Master’s degree in Biology, Biotechnology, Biochemistry, or related areas.

**Table 2** – List of admitted candidates

Name of the admitted candidates
Eva Braz De Sousa Dias
Constança Maria Sousa Bexiga
Daniel Spolsky Labarta
Diogo Xavier Nunes

#### 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
Eva Braz De Sousa Dias	20	20	5	15	17	16.2
Constança Maria Sousa Bexiga	5	5	5	20	14	9.8
Daniel Spolsky Labarta	10	5	10	20	16	12.5
Diogo Xavier Nunes	5	5	5	20	18	10.6

**Evaluation criteria and respective weighting:**

1. Proven experience in animal cell culture and characterization – 30%
2. Proven experience in optimization of cell proliferation and differentiation – 15%
3. Proven experience in biochemical analysis of cell biomass – 15%
4. English knowledge assessed through the structure and content of the motivation letter (the motivation letter must be written in English) – 20%
5. Applicant merit (Final MSc. score) – 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 Classification and Ranking.

**Table 4.** Classification and Ranking.

Candidate	Final Classification	Ranking
Eva Braz De Sousa Dias	16.2	1 <sup>st</sup>
Daniel Spolsky Labarta	12.5	2 <sup>nd</sup>
Diogo Xavier Nunes	10.6	3 <sup>rd</sup>
Constança Maria Sousa Bexiga	9.8	4 <sup>th</sup>

**V – Conclusion**

The candidate **Eva Braz De Sousa Dias** obtained a final classification 16.2 points (out of a total of 20).

Considering the elements presented, the candidate **Eva Braz De Sousa Dias** 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.

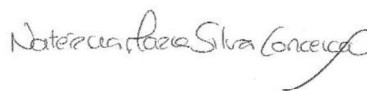
With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 3 pages, which after being read and approved were signed by the members of the jury.



Vincent Laizé



Leonor Cancela



Natércia Conceição