

Flora Alves *Sojia Emserova*

Minute nº2

Reference: CCMAR/IAECRM/03/2025

**Assistant Researcher – Macroalgae ecophysiology, cultivation and restoration
(M/F)**

On the 3rd of February two thousand twenty-five, at 15:15 hours, was held online the second meeting of the selection panel nominated by the CCMAR Board of Directors on 29/11/2024 for the position CCMAR/IAECRM/03/2025 under the MarPlus Project - Hiring of Highly Qualified Human Resources, funded by the Algarve 2030 program and cofinanced by the European Union. The agenda of this meeting was 1) to admit or exclude candidates based on the documents submitted and 2) to evaluate and rank the candidates. The following members of the selection panel were present:

- 1 - Adelino Vicente Mendonça Canário, President of the CCMAR Board of Directors and Full Professor at the University of Algarve (President);
- 2 – Maria Ester Tavares Álvares Serrão, Professor at the University of Algarve and Researcher at CCMAR (regular member);
- 3 – Catarina Maria Batista Vinagre, CCMAR Researcher, Assistant Professor with Habilitation at the University of Algarve (regular member);
- 4 – Inka Bartsch, Senior Scientist at Alfred Wegner Institute (regular member);
- 5 – Olivier De Clerck, Professor at Gent University (regular member)..

The President started by greeting the panel members and proceeded with the agenda.

- 1) Admission and exclusion of the candidates

The following candidates applied for the position:.....

Prabhu Kolandhasamy.....

Arunachalam N.....

Neusa Elisabete José do Nascimento Martins

Gonçalo Manuel da Silva Marinho

The candidate Arunachalam N was excluded as he did not hold a doctoral degree as required in point 9.1 of the call. The other three candidates, Prabhu Kolandhasamy, Neusa Elisabete José do Nascimento Martins and Gonçalo Manuel da Silva Marinho, were unanimously admitted

- 2) Evaluation and ranking of the candidates

The meeting proceeded with each panel member presenting their scores and candidate ranking following the criteria in the published call. This was followed by voting of the candidate for each position according to the scores of each panel member, starting with the first, followed by the second until all the candidates had been ordered. For the first place, Neusa Elisabete José do Nascimento Martins received a unanimous vote. Gonçalo Manuel da Silva Marinho received a unanimous vote for second place. Prabhu Kolandhasamy was automatically placed in third place. As a result of the voting, the ranking is as follows:

1. Neusa Elisabete José do Nascimento Martins
2. Gonçalo Manuel da Silva Marinho
3. Prabhu Kolandhasamy.....

The documents supporting the scoring of the candidate by the selection panel members are annexed to these minutes and are an integral part of the process.

The selection panel decided to proceed with a preliminary hearing of the candidate subject to this preliminary decision. Under Article 121 of the Administrative Procedure Code, a candidate has 10 working days from the date of notification by email to contest the preliminary decision.

Moreover, the decision will become final without further formalities if the candidate does not raise any objection within the legal period.

There being nothing further to discuss, the meeting was closed, having previously drawn up these minutes, 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.



Adelino V. M. Canário
(President of the Selection Panel)

CANDIDATE		Gongalo Marinho		Neusa Elisabete Martins		PRABHU KOLANDHASAMY		
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	
Curriculum vitae	0.80	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 activity (55%).	60	33.00	90	48.50	30	16.50
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%).	30	6.00	40	8.00	30	6.00
Curriculum vitae	0.80	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 (4%).	30	1.20	40	1.60	20	0.80
		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%).	0	0.00	0	0.00	0	0.00
			Subtotal:	40.20	Subtotal:	55.10	Subtotal:	23.30
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals.						
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path.	70	14.00	60	12.00	20	4.00
Motivation and Capacity for Innovation	0.20	MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.						
			Subtotal:	14.00	Subtotal:	12.00	Subtotal:	4.00
Curricular and motivational evaluation			Total	54.20	Total	71.10	Total	27.30

Candidate Neusa Elisabete Martins has the strongest publication record and experience of the candidates in the area of the position. Gongalo Marinho also has a very relevant publication record and practical experience in the scientific area of the advertised position, although to a lesser extent than the candidate placed in third position. Prabhu Kolandhasamy has a strong curriculum vitae but not in the area of the advertised position.

Data e Assinatura.



CANDIDATE		Gonçalo Marinho		Neusa Elisabete Martins		PRABHU KOLANDHASAMY		
Parameters	%	Criteria	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	
Curriculum vitae		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. (65%)	55	30.25	70	38.50	40	22.00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	80	16.00	80	16.00	50	10.00
Motivation and Capacity for Innovation	0.80	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. (4%)	65	2.60	65	2.60	35	1.40
		DD) 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%)	75	0.75	90	0.90	45	0.45
			Subtotal:	49.60	Subtotal:	59.00	Subtotal:	33.85
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals.	95	19.00	95	19.00	5	1.00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path.						
		MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.						
			Subtotal:	19.00	Subtotal:	19.00	Subtotal:	1.00
Curricular and motivational evaluation			Total	68.60	Total	77.00	Total	34.85

The first candidate has the best combination of scores in all parameters, and is especially superior in the scientific publications published in the last 5 years in the field of the position, besides the high experience in biobank and research management besides the high experience in biobank and research management. The second candidate is also very suitable for the position but less experience and ranks lower in scientific outputs than the first. The third candidate has a good CV in general but not matching the topics of this call, therefore the scores were penalized and in addition does not demonstrate in a letter any motivation for this position. Data e Assinatura Feb 3, 2025

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CANDIDATE				Gonalo Marinho		Neusa Elisabete Martins		PRABHU KOLANDHASAMY	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation	Evaluation of criterium (0-100 points)	Weighted evaluation
Curriculum vitae	0.80	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 (55%)	0.55	70	38.50	80	44.00	10	5.50
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	0.20	70	14.00	80	16.00	10	2.00
		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 (4%)	0.04	70	2.80	80	3.20	10	0.40
		CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system of higher education in Portugal or abroad (1%)	0.01	70	0.70	80	0.80	10	0.10
			0.80	Subtotal:	56.00	Subtotal:	64.00	Subtotal:	8.00
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals.	0.20	70	14.00	80	16.00	0	0.00
		NB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path.							
		MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.							
			0.20	Subtotal:	14.00	Subtotal:	16.00	Subtotal:	0.00
Curricular and motivational evaluation				Total	70.00	Total	80.00	Total	8.00

The candidate K. Prabhu has long scientific experience but does not present relevant experience in the domains of this call. He also does not present a motivation letter that aligns with the values of CCMAR nor does it detail a work plan fitting the domains of this call.

The candidate Gonalo Marinho has relevant experience in the domains of this call, presents relevant published articles, both as first and last author and has experience in supervising master thesis. He also presents a detailed work plan, well-aligned with CCMAR's values and aims.

The candidate Neusa Martins presents extensive experience in macroalgal culture. She has published more articles as first and last author than the candidate G. Marinho, has more experience in supervising master thesis, and presents a motivation letter and career plan fully aligned with CCMAR's values and aims, thus, in my opinion, she is better qualified to fill this position. For these reasons I place Neusa Martins first, Gonalo Marinho second, and Prabhu Kolandhasamy third.

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Assinado por: **CATARINA MARIA BATISTA VINAGRE**

Num. de Identificao: 11206999

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CANDIDATE		Gonzalo Marinho		Neusa Elisabete Martins		PRABHU KOLANDHASAMY			
Parameters	%	Criteria	%	Evaluation of criterion (0-100 points)	Weighted evaluation	Evaluation of criterion (0-100 points)	Weighted evaluation		
Curriculum vitae	0.55	(A) Scientific and technological, cultural or artistic production in the last five years, including scientific articles, books, patents, etc. The amount of the scientific output is more relevant than publication metrics or the publishing index (55%).	0.55	27.50	90	49.50	50	27.50	
		(B) Applied or practice-based research activities developed in the last five years and endorsed by the candidate to be most impactful (20%).	0.20	10.00	50	10.00	80	16.00	
		(C) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practice, considered most relevant by the candidate (25%).	0.04	3.00	1.20	40	1.60	20	0.80
Motivation and Capacity for Innovation	0.20	(D) Management activities of science, technology, and innovation programs, or participation in organizing, and evaluating the scientific and technological system or higher education in Portugal or abroad (1%).	0.01	40	0.40	30	0.30	0.20	
		(E) Coherence in expressing motivations for the position, evaluating the relevance of the scientific and curricular path to the position and personal goals.	0.20	60	12.00	85	19.00	0	0.00
		Subtotal:	0.80	49.10	Subtotal:	61.40	Subtotal:	44.50	
Curricular and motivational evaluation		Total	0.20	Subtotal:	12.00	Subtotal:	19.00	Subtotal:	0.00
		Total		61.10	Total	80.40	Total	44.50	

Dr. Martins clearly is an excellent candidate for the position. She has a strong scientific background in seaweed research, biobanking, experimental design and some applied aspects and all her research is extremely thoroughly performed and her publications are of excellent quality. She is the only person who can convincingly show that she is able to develop and handle a biobank, has practically isolated seaweed strains and is able to perform experiments designed to investigate local adaptation. Her scientific output in the last 5 years was high. She had a good output of first author papers and the successfully transferred work of MSc students into scientific publications. Supervision of students in such a way that they will produce scientifically sound data is cumbersome and a special ability. Although she also has a good interest in applied seaweed projects her background in this part of the position is less strong compared to competitor Gonçalo Marinho. The latter has a very good background in applied projects also connected to IMTA, but his scientific contribution in recent years is less convincing and less wide in an than of Dr. Martins. Although he has already studied some algal gametophytes, his general background in experimental work with clonal seaweed strains in experimental approaches is not as strong as Dr. Martins. In terms of teaching and supervision, Dr. Martins has a strong background in teaching and supervising MSc students. Dr. Martins clearly is extremely convincing. She does not promise more than she can achieve, but has a clear vision how to proceed and which steps need to be taken. Dr. Martins clearly brings enough background to achieve these goals. In contrast, Dr. Marinho claims a vision without convincingly providing evidence that he has the capacity and knowledge to fill his vision. He promises more than he can deliver. With respect to funding acquisition, both, Dr. Marinho and Dr. Martins, cannot prove any success yet, but Dr. Martins at least handed in two funding proposals that are currently under review. Both candidates have some outreach and other dissemination activities that are similar in their amount. They both have a good record in oral presentations and posters on national and international congresses compared to their career step. Dr. Prabhu cannot be considered at all for the position as he cannot demonstrate any knowledge in seaweed research or biobanking. Although he has a good scientific record, the position does not fit his expertise and his motivation letter does not cover any of the requested points.

Date e Assinature 03.02.2025



digitally signed by Inka Bartsch on 3.2.2025

CANDIDATE				Gonçalo Marinho		Neusa Elisabete Martins		PRABHU KOLANDHASAMY	
Parameters	%	Criteria	%	Evaluation of criterium (0-100 points)	Welghed evaluation	Evaluation of criterium (0-100 points)	Welghed evaluation	Evaluation of criterium (0-100 points)	Welghed evaluation
Curriculum vitae	0.80	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 (53%)	0.55	70	38.50	80	44.00		0.00
		CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (20%)	0.20	70	14.00	70	14.00	15	3.00
		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 (4%)	0.04	5	0.20	75	3.00	25	1.00
		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%)	0.01	65	0.65	75	0.75	50	0.50
			0.80	Subtotal:	53.35	Subtotal:	61.75	Subtotal:	4.50
Motivation and Capacity for Innovation	0.20	MA) Coherence in expressing motivations for the position, explaining the relevance of the scientific and curricular path to the position and personal goals.	0.20	70	14.00	90	18.00	60	12.00
		MB) Demonstration of alignment with the goals and values of CCMAR, based on the relevance of the scientific and curricular path.							
		MC) Ability to present specific contributions to the development of CCMAR based on the relevance of the scientific and curricular path, career plan, and work plan.							
			0.20	Subtotal:	14.00	Subtotal:	18.00	Subtotal:	12.00
Curricular and motivational evaluation				Total	67.35	Total	79.75	Total	16.50

Neusa Martins is ranked first. Her CV matches the call best and the CV is also the strongest, including a very convincing research proposal. Dr. Prabhu has a good CV but his research only partially/poorly matches the call. Dr. Marinho has a good CV, he has several papers on seaweed in good journals. Dr. Marinho has less experience in experimental cultivation work.

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