

Minute 2

CCMAR/TSI/07/2026

I - Introduction

On the 8th day of June 2026, at 11 hours, the jury nominated by the CCMAR board of Directors on 20-04-2026, met, for the meeting 2 of the call Ref. CCMAR/TSI/07/2026. 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 position will support the work carried out in the context of the of the project CTS_S-ECO-18G/2025: ECO-CERCO : Serviços de investigação em Ecologia: Monitorização de interações de espécies marinhas protegidas e a pescaria de cerco. The nominated jury present at the meeting was composed by Doctor Ana Marçalo, project coordinator and Assistant Researcher at CCMAR (President of the Selection Committee); Doctor Rui Coelho, Researcher at IPMA and CCMAR (full member); Professor Doctor Jorge Gonçalves, Professor at the University of Algarve, Principal Researcher with habilitation and co-leader of a research group at CCMAR (full member) with the following agenda: admission and assessment of the applications received to the position CCMAR/TSI/07/2026.

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

1	Fábio Miguel Ribeiro Leite
2	Jose Luis Daza Baras
3	Leonardo Abraão da Silva Rodrigues
4	Maria Carolina Melo de Sousa
5	Miguel Ângelo Machado Caiola
6	Maria Eduarda de Albuquerque Martins
7	Seyed Mohammad Sadeghi Nasaj

8	Inês Filipa Amaral Diogo
9	Ana Catarina Geirinhas Carvalho
10	Cátia Eliana da Silva Matos
11	Sarah A Weaver
12	Isadora Letícia Gaertner Hahn
13	Paula Cristina Tapadas Coelho
14	Diogo Xavier Nunes
15	Maria Carolina Ribeiro Pinto Duarte
16	Miguel Guedes Alves
17	Afonso Teixeira Gomes
18	Valentina Bosqueiro Martin
19	Jessica Afonso Ferreira
20	Ana Ferreira da Silva Pinto
21	Ana Sofia Grangeiro Rodrigues
22	Paula da Silva de Souza
23	Rui Pedro Peres dos Santos
24	Ana Carolina Castro Costa
25	Alice Resende Santos
26	João Ribeiro
27	Beatriz da Rocha Marques e Barbieri de Figueiredo
28	Margarida dos Santos Reis
29	Telma Eduarda Teixeira Antunes

IV – Admission and Evaluation of applications

9 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. Master’s degree certificate in Biology, Marine Biology, or related fields.
2. Good knowledge of databases and data organisation (Excel).
3. Fluency in Portuguese, both spoken and written, is mandatory.
4. Field experience: proven experience in fisheries fieldwork or at-sea observation is highly valued. The selected candidate must be available and able to participate in onboard activities on purse seine fishing vessels, often under physically demanding conditions.
5. Valid driving license and access to a personal vehicle, to ensure availability for fieldwork and travel to coastal areas.

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

1. Motivation letter in Portuguese.

2. Detailed CV in Portuguese, **including the confirmation of a valid driving license.**
3. Copy of the Master's degree certificate.
4. Email contacts of up to three references.

Table 1 – List of excluded applications

Name	Reason for non-admission
Jose Luis Daza Bara	Carta de motivação não está em português; sem experiência comprovada de domínio da língua portuguesa
Miguel Ângelo Machado Caiola	Sem prova de carta de condução
Maria Eduarda de Albuquerque Martins	Candidatou-se à vaga errada; No CV não consta prova de ter carta de condução
Seyed Mohammad Sadeghi Nasaj	Carta de motivação e todos os documentos sem ser em português; Sem prova de falar português
Cátia Eliana da Silva Matos	Não tem mestrado
Sarah A Weaver	Sem prova de falar português
Maria Carolina Ribeiro Pinto Duarte	Não confirma carta de condução
Afonso Teixeira Gomes	Sem contacto de referência
Paula da Silva de Souza	Não tem mestrado

Table 2 – List of admitted candidates

Name of the admitted candidates
Fábio Miguel Ribeiro Leite
Leonardo Abraão da Silva Rodrigues
Maria Carolina Melo de Sousa
Inês Filipa Amaral Diogo
Ana Catarina Geirinhas Carvalho
Isadora Letícia Gaertner Hahn
Paula Cristina Tapadas Coelho
Diogo Xavier Nunes
Miguel Guedes Alves
Valentina Bosqueiro Martin
Jessica Afonso Ferreira
Ana Ferreira da Silva Pinto
Ana Sofia Grangeiro Rodrigues
Rui Pedro Peres dos Santos
Ana Carolina Castro Costa
Alice Resende Santos

João Ribeiro
Beatriz da Rocha Marques e Barbieri de Figueiredo
Margarida dos Santos Reis
Telma Eduarda Teixeira Antunes

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
Fábio Miguel Ribeiro Leite	0.3	1	0	48%
Leonardo Abraão da Silva Rodrigues	0	1	0	30%
Maria Carolina Melo de Sousa	0	1	1	40%
Inês Filipa Amaral Diogo	0.4	1	1	64%
Ana Catarina Geirinhas Carvalho	0	1	0	30%
Isadora Letícia Gaertner Hahn	0.5	1	1	70%
Paula Cristina Tapadas Coelho	0.7	1	1	82%
Diogo Xavier Nunes	0.3	1	1	58%
Miguel Guedes Alves	1	1	1	100%
Valentina Bosqueiro Martin	0	1	1	40%
Jessica Afonso Ferreira	0.2	1	0.5	47%
Ana Ferreira da Silva Pinto	0	1	1	40%
Ana Sofia Grangeiro Rodrigues	0	1	1	40%
Rui Pedro Peres dos Santos	0.2	1	1	52%
Ana Carolina Castro Costa	0	1	1	40%
Alice Resende Santos	0	1	1	40%
João Ribeiro	0	1	1	40%
Beatriz da Rocha Marques e Barbieri de Figueiredo	0	1	1	40%
Margarida dos Santos Reis	0	1	1	40%
Telma Eduarda Teixeira Antunes	0	1	1	40%

Evaluation criteria and respective weighting:

1. Proven experience in fieldwork within fisheries contexts (60%)
2. Proficiency in Excel (independent user level) (30%)
3. Knowledge of R and QGIS (independent user level) (10%)

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 **100**, rounded to the nearest tenth.

Table 4 presents the Classification and Ranking.

Table 4. Classification and Ranking.

Candidate	Final Classification	Ranking
Miguel Guedes Alves	100%	1st
Paula Cristina Tapadas Coelho	82%	2nd
Isadora Letícia Gaertner Hahn	70%	3rd
Inês Filipa Amaral Diogo	64%	4th
Diogo Xavier Nunes	58%	5th
Rui Pedro Peres dos Santos	52%	6th
Fábio Miguel Ribeiro Leite	48%	7th
Jessica Afonso Ferreira	47%	8th
Maria Carolina Melo de Sousa	40%	9th Ex aequo
Valentina Bosqueiro Martin	40%	9th Ex aequo
Ana Ferreira da Silva Pinto	40%	9th Ex aequo
Ana Sofia Grangeiro Rodrigues	40%	9th Ex aequo
Ana Carolina Castro Costa	40%	9th Ex aequo
Alice Resende Santos	40%	9th Ex aequo
João Ribeiro	40%	9th Ex aequo
Beatriz da Rocha Marques e Barbieri de Figueiredo	40%	9th Ex aequo
Margarida dos Santos Reis	40%	9th Ex aequo
Telma Eduarda Teixeira Antunes	40%	9th Ex aequo
Leonardo Abraão da Silva Rodrigues	30%	10th Ex aequo
Ana Catarina Geirinhas Carvalho	30%	10th Ex aequo

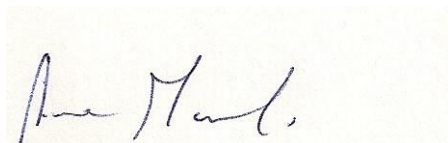
V – Conclusion

The candidate Miguel Guedes Alves obtained a final classification 100% points (out of a total of 100).

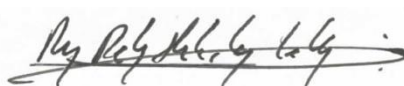
Considering the elements presented, the candidate **Miguel Guedes Alves** gathers conditions for the purposes of eventual selection, so the jury proposes the ratification of this decision to the CCMAR Board.

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.

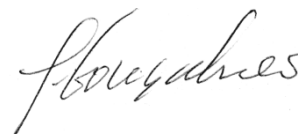
With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 6 pages, which after being read and approved were signed by the members of the jury.



Ana Marçalo



Rui Coelho



Jorge Gonçalves