

MINUTE Nº 2

I - Introduction

On the 24th of July two thousand and twenty-six, at 10:00 hours, took place online the second meeting of the jury nominated by the CCMAR Board of Directors on 04/06/2026 for the call Ref. CCMAR/IA/09/2026. The meeting was held for the award of a position of an Assistant Researcher (M/F) in the area of Ecology, Conservation and Restoration of Marine Habitats, this position was open to citizens of any nationality, including stateless individuals, under an uncertain term employment contract to recruit and select the best candidate for activities within the research project CORALRESCUE - *Large-scale coral bycatch mitigation by active engagement of fishers in habitat conservation and restoration*, and related projects. The jury was composed of Professor Adelino V. Canário, Emeritus Professor at the University of Algarve, Research Group Co-Leader at CCMAR and President of the CCMAR Board of Directors (President of the Selection Committee); Professor Ester Serrão, Full Professor at the University of Algarve and Research Group Co-Leader at CCMAR (Full Member); Doctor Gareth Pearson, Principal Researcher at CCMAR and Research Group Co-Leader at CCMAR (Full Member); Professor Jorge Gonçalves, Principal Researcher with Habilitation at CCMAR, Research Group Co-Leader at CCMAR and Member of the CCMAR Board of Directors (Full Member) and Doctor Neusa Martins, Assistant Researcher and Research Group Co-Leader at CCMAR (Full Member). Doctor Jorge Gonçalves excused himself for a justified reason. The meeting had the following agenda item: admission and evaluation of applications admitted to the contract CCMAR/IA/09/2026.

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 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 oath that we will not evaluate candidates with whom we have a conflict of interest, for which we will require our immediate replacement.

III – Candidates

Ten applications were received for the position:

Tancrede Barraud

Igor Pessoa

Delsabriana González

Dr. K. PARAMASIVAM

Hadeer Ismail

Nayara Miranda Bucair

Junaid Ahmed
Oumaima Boutoub
Márcio André Guerreiro Coelho
Sajna Hussain

IV- Exclusion of applications

Based on the analysis of the documents provided by the applicants, the candidates Delsabrina Gonzalez and Junaid Ahmed were excluded because they did not possess a doctoral degree (item 13 d).

The remaining candidates (Table 1) were admitted to the evaluation and preliminary ranking.

Table 1 – Accepted Applicants

Name
Tancrede Barraud
Igor Pessoa
Dr. K. PARAMASIVAM
Hadeer Ismail
Nayara Miranda Bucair
Oumaima Boutoub
Márcio André Guerreiro Coelho
Sajna Hussain

V – Evaluation of applications

The evaluation was based on the documents provided by the applicants (item 13), considering the scientific and curricular path, focusing on the relevance, quality, and up-to-dateness of the following criteria:

CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).

CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).

CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).

CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, 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:

$$C = CA \times 65\% + CB \times 25\% + CC \times 9\% + CD \times 1\%$$

Annex 1 contains the individual evaluation performed by each member of the jury, which is summarized in Table 2.

After assigning scores to all candidates, the jury proceeded to the vote for the candidate to be placed in first place, in which the candidate Márcio André Guerreiro Coelho received 4 votes. The jury then proceeded to vote for second place, with Igor Pessoa receiving 4 votes. For third place, Tancrede Barraud received a majority of three votes. For 4th place, Hadeer Ismail received a majority of 3 votes. For 5th place, Nayara Miranda Bucair received 4 votes. For 6th place, Sajna Hussain received 4 votes, and for 7th place, Dr. K. Paramasivam received 4 votes. Oumaima Boutoub was automatically placed in 8th place.

As a result of the jury's vote, the final ranking of the candidates is indicated in Table 3.

Table 2 – Ranking of each candidate by the individual vote of the members of the jury.

Candidate	Professor Adelino Canário	Professor Ester Serrão	Doctor Neusa Martins	Doctor Gareth Pearson	Final Rank
Márcio André Guerreiro Coelho	1	1	1	1	1
Igor Pessoa	2	2	2	2	2
Tancrede Barraud	3	3	5	3	3
Nayara Miranda Bucair	4	5	4	5	5
Sajna Hussain	5	6	6	6	6
Dr. K. Paramasivam	6	7	7	7	7
Hadeer Ismail	7	4	3	4	4
Oumaima Boutoub	8	8	8	8	8

Table 3. Final ranking of the candidates - call CCMAR/IA/09/2026.

Candidate	Final Rank
Márcio André Guerreiro Coelho	1
Igor Pessoa	2
Tancrede Barraud	3
Hadeer Ismail	4
Nayara Miranda Bucair	5
Sajna Hussain	6
Dr. K. Paramasivam	7
Oumaima Boutoub	8

VI - Conclusion

Based on the evaluation and final ranking of eligible candidates, the jury unanimously decided to propose to the Board of Directors the hiring of Márcio André Guerreiro Coelho. The jury will proceed with a prior hearing and set a deadline of 10 working days, giving the candidates the right to recourse against the announced decision, whether in relation to scientific or procedural matters. If no recourse is raised by any of the candidates within the legal period, the decision will become final without further formalities.

With nothing further to discuss, the meeting was closed after these minutes, totaling 4 pages with annexes, were drawn up. After being read, they were unanimously approved by the members of the jury, both regarding their content and the decision that they will be signed solely by the President, with the full consent of the committee members.

Professor Adelino Canário
(President of the jury)

Annexes

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Tancrede Barraud**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Recent lead work on the temperate coral <i>Cladocora caespitosa</i> , coralligenous communities, octocorals and marine caves. The scientific portfolio is directly relevant to temperate coral ecology and conservation.	80
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Strong scientific-diving, ROV, GIS and expedition experience, plus work on coral fragments and protected areas. Less evidence of captive husbandry, large restoration implementation or multidisciplinary project leadership.	68
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Extensive public videos, posts, museum exhibitions, scientific photography and scientific-diving instruction.	85
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Some coordination and ministerial-programme participation, with limited evidence of formal science-programme management or evaluation.	45
Final score		77.1

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Igor Pessoa**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Five recent peer-reviewed outputs and selected papers on coral restoration, bleaching and coral geochemistry. Strong relevance, although the portfolio is mainly tropical and mixes original research with review/commentary.	83
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Managed a large coral-relocation programme involving more than 1,000 colonies, documented survival, extensive survey coordination, 130 ocean nurseries, 30 tanks, spawning work and sexual/asexual restoration.	96
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	International Coral Reef Society science communication, conference talks, social-media outreach, resort education and training of field technicians.	90
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Substantial project, grant and laboratory management, but less evidence of formal science-programme or higher-education system evaluation.	65
Final score		86.7

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Dr. K. Paramasivam**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Recent seagrass and oyster-reef publications and earlier coral-recruitment work. Sound coastal biodiversity research, but limited recent output directly addressing coral restoration or bycatch mitigation.	60
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Long-term coral-reef, seagrass, mangrove and oyster monitoring and EIA fieldwork. Little evidence of coral husbandry, propagation or restoration implementation.	58
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Coastal-community awareness activities, undergraduate teaching and government-facing reporting.	62
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Government research-programme participation and project reporting, with limited documented programme leadership or formal evaluation.	40
Final score		59.5

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Hadeer Ismail**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Lead 2025 paper on coral thermal resilience and doctoral work on coral microbiomes, supported by cold-water coral training. Directly relevant content, but a comparatively small recent publication portfolio.	74
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Controlled coral-stress experiments, experimental-system maintenance, coral surveys and community coordination. Restoration propagation, spatial analysis and fisher collaboration are less developed.	68
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Environmental education programmes, workshops, conferences and science communication with students and local communities.	66
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Project coordination and training responsibilities, with limited evidence of formal science-programme or higher-education system evaluation.	40
Final score		71.4

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Nayara Miranda Bucair**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Strong recent marine-megafauna, taxonomy, fisheries-bycatch and spatial conservation output, including a 2025 lead species description. Relevant to bycatch and mapping, but indirect to coral restoration.	62
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	WWF conservation-priority assessment, telemetry, remote sensing, monitoring and fishery-interaction work, with limited direct coral-restoration practice.	64
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Citizen-science platform development, stakeholder engagement, policy-facing recommendations and science communication.	70
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Coordination of a multi-partner data platform and work with national monitoring systems; limited formal programme evaluation.	50
Final score		63.1

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Oumaima Boutoub**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Recent peer-reviewed output is primarily plant physiology, biotechnology and bioactive-compound research. The CV and selected articles do not substantiate the coral-specific claims made in the motivation letter.	35
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Applied R&D and laboratory development are documented, but they concern agro-food, plant and biomaterial applications rather than marine habitat conservation or restoration.	40
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Some scientific communication and training are evident, with limited project-specific marine outreach.	45
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Head-of-R&D and laboratory-management experience, though not in a marine science programme or science-system evaluation context.	50
Final score		37.3

Name: Professor Ester Serrão

Signature: 

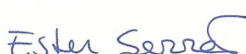
(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Márcio André Guerreiro Coelho**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Extensive 2022-2026 output directly on temperate and cold-water corals, including systematics, genomics, reproductive biology, propagation, husbandry and restoration. The selected work is exceptionally aligned with coral bycatch and habitat restoration.	98
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	PI of CORALRESCUE, co-PI of CORALforests and coordinator of related mapping/restoration projects. Demonstrates rescued-bycatch husbandry, fisher engagement, sexual and asexual propagation, habitat mapping and the CoralMount transplantation method.	99
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Sustained fisher training, student supervision, public exhibitions, media appearances, stakeholder events and ocean-literacy activities.	95
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	PI/co-PI and task-coordinator roles, CCMAR research-team co-leadership, project development and participation in academic evaluation.	90
Final score		97.9

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Sajna Hussain**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Recent peer-reviewed work on climate impacts, fish ecology, spatial models and fisheries management. Relevant to fisheries and mapping, but not directly to coral ecology, husbandry or restoration.	62
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Applied climate and fisheries modelling, stock-assessment collaboration, marine policy reporting and wetland work; little direct coral-restoration or coral-bycatch implementation.	58
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Training manuals, student mentoring, presentations and support for research communication and publication.	60
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Research-team coordination, technical-report review and student supervision, with some programme-management relevance.	55
Final score		60.8

Name: Professor Ester Serrão

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: Igor Pessoa

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has published 5 peer-reviewed papers over last 5 years. The scientific content of most of these papers is within the required field of expertise for this specific position.	75
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Strong background in coral restoration and extensive experience in marine surveys.	80
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The candidate demonstrates engagement in knowledge dissemination through science communication on social media and participation in nine scientific conferences. However, the type of participation (oral presentation or poster) is not specified, and no experience in student supervision is reported.	70
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	The candidate has coordinated some research projects, demonstrating some experience in research management. However, no teaching experience or other academic management activities are reported.	75
Final score		75.8

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: Hadeer Ismail

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has published only 3 peer-reviewed papers over the last 5 years, resulting in a relatively limited scientific output for the evaluation period.	50
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Experience on coral resilience and microbiome science. However, the CV provides limited evidence of expertise in coral restoration techniques, spatial ecological data analysis, and collaboration with fishers and other stakeholders, which are important for the present position.	50
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The candidate demonstrates limited engagement in knowledge transfer and outreach activities. Student supervision is reported, but evidence of broader dissemination and science communication activities is limited.	30
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	The CV provides limited evidence of experience in the management of science, technology or innovation programmes, or in other activities related to research management and evaluation.	30
Final score		48

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: K. Paramasivam

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has published only 2 peer-reviewed papers over the last 5 years, with limited relevance to the scientific scope of the present call.	30
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	The candidate reports applied research experience in seagrass and oyster reef ecosystems. However, this experience has limited relevance to the objectives and required expertise of the present call.	35
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The candidate demonstrates limited engagement in knowledge transfer, outreach and science dissemination activities.	20
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	The candidate demonstrates limited experience in the management of research projects and other science, technology or innovation activities.	10
Final score		30.15

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: Márcio Coelho

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has published 11 peer-reviewed papers over the last 5 years, including 3 as first author and 4 as last author. The scientific content of these publications is highly relevant to the required field of expertise for the present call.	95
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	The candidate has extensive experience in the required research field, demonstrating expertise in coral ecology, conservation and restoration, as well as coral husbandry, spatial ecological data analysis, and collaboration with fishers and other stakeholders.	95
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The candidate demonstrates strong engagement in knowledge transfer and dissemination through oral and poster presentations at scientific conferences, student supervision, and outreach activities.	80
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	The candidate has coordinated several research projects related to coral ecology, restoration and conservation, demonstrating relevant experience in research management.	75
Final score		93.45

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: Nayara Bucair

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has a considerable scientific output. However, the publications have limited relevance to the present call, as the candidate's research has been primarily focused on elasmobranch ecology.	45
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	The candidate has experience in oceanography, remote sensing, geoprocessing, conservation, elasmobranch research, and environmental monitoring. However, the CV provides limited evidence of expertise in the specific research field required for the present call.	40
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	No participation in scientific conferences or workshops is reported, and no experience in student supervision is mentioned.	20
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Limited experience in research management and other science, technology, or innovation management activities.	15
Final score		41.2

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: Oumaima Boutoub

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has no published papers directly related to the scientific scope of the present call.	25
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Expertise in biotechnology, biochemistry, microbiology, molecular biology, but not in the subject of the call.	25
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	No participation in scientific conferences or outreach activities is reported.	20
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Limited experience in research management and other science, technology, or innovation management activities.	10
Final score		24.4

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: Sajna Hussain

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has no published papers directly related to the scientific scope of the present call.	35
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	The candidate has experience in marine ecology, climate change impacts, and fisheries sustainability. However, the CV provides limited evidence of expertise in the specific research areas required for the present call.	35
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The candidate reports participation in several scientific conferences and experience in student supervision, demonstrating some engagement in knowledge dissemination.	35
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Low record of management activities.	20
Final score		34.85

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Candidate: Tancrede Barraud

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate has published few papers within the required field of expertise for the present call, resulting in limited scientific output directly relevant to the position.	40
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Limited experience in the research field relevant to the present call.	40
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The candidate reports participation in scientific conferences and outreach activities. However, evidence of broader knowledge transfer and dissemination activities is limited.	35
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Limited experience in research management and other science, technology, or innovation management activities.	10
Final score		39.25

Name: Doctor Neusa Martins

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Tancrede Barraud**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The recent record is strongly centred on temperate coral ecology, including <i>Cladocora caespitosa</i> , coralligenous assemblages, octocorals and cave habitats. The work is current, relevant and scientifically well aligned with the project.	82
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Substantial diving, ROV, GIS and expedition practice is documented, together with coral-fragment and protected-area work. Direct evidence of large-scale husbandry and restoration delivery is more limited.	67
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	A broad public-engagement profile is shown through videos, museum work, photography, online communication and scientific-diving instruction.	86
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Some coordination and participation in public research programmes are evident, but formal programme management and evaluation experience is modest.	46
Final score		78.2

Name: Doctor Gareth Pearson

Signature:



(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Igor Pessoa**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	A solid recent publication set addresses coral restoration, bleaching and geochemical processes. The portfolio is directly relevant, although it combines original studies with review and commentary and is mostly tropical.	84
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	The application documents leadership of a large relocation programme exceeding 1,000 colonies, with survival monitoring, nursery management, spawning and both sexual and asexual restoration methods.	95
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Strong dissemination through the International Coral Reef Society, conference contributions, social media, resort education and field-staff training.	88
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Extensive operational, laboratory, grant and project management is shown; less direct evidence concerns formal evaluation of research or higher-education systems.	64
Final score		86.9

Name: Doctor Gareth Pearson

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Dr. K. Paramasivam**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The candidate offers recent seagrass and oyster-reef research and earlier work on coral recruitment. The coastal-biodiversity portfolio is sound, but the most recent outputs are not closely focused on coral restoration.	59
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Long-term field experience spans coral reefs, seagrass, mangroves, oysters and environmental-impact work. Evidence of coral propagation, husbandry or implemented restoration is limited.	59
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Community awareness work, undergraduate teaching and communication with government stakeholders support a moderate transfer score.	61
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Participation in government research programmes and project reporting is shown, but leadership of programmes or formal system evaluation is not strongly evidenced.	42
Final score		59.0

Name: Doctor Gareth Pearson

Signature:



(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Hadeer Ismail**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	A recent lead article on coral thermal resilience and doctoral research on coral microbiomes provide a clear scientific fit, reinforced by cold-water coral training. The recent output is relevant but not extensive.	75
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	The candidate has run controlled coral-stress experiments and maintained experimental systems, and has survey and coordination experience. Direct restoration deployment and fisher-facing work are less established.	66
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Environmental education, workshops, conference activity and communication with students and communities provide a credible outreach record.	67
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Project coordination and training responsibilities are demonstrated, though formal science-programme evaluation experience remains limited.	42
Final score		71.7

Name: Doctor Gareth Pearson

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Nayara Miranda Bucair**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Recent work on marine megafauna, fisheries bycatch, taxonomy and spatial conservation is strong, including a lead 2025 species description. It supports the mapping/bycatch components more than coral restoration itself.	63
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Applied work includes WWF priority setting, telemetry, remote sensing and fishery-interaction monitoring. Direct coral husbandry or restoration implementation is not strongly documented.	62
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The record shows good stakeholder communication, a citizen-science platform, policy-oriented outputs and public scientific dissemination.	72
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Coordination of a multi-partner information platform and engagement with national monitoring systems provide some relevant management experience.	51
Final score		63.4

Name: Doctor Gareth Pearson

Signature:



(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Oumaima Boutoub**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The recent research portfolio is mainly plant physiology, biotechnology and bioactive compounds. Coral-specific claims in the motivation statement are not supported to the same degree by the submitted CV and papers.	36
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Laboratory R&D and product-development activity is documented, but it concerns plant, agro-food and biomaterial applications rather than marine restoration.	39
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Some training and scientific communication are present, with limited marine or project-specific public engagement.	44
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Head-of-R&D and laboratory-management duties provide transferable management experience, although outside a marine-science programme.	52
Final score		37.6

Name: Doctor Gareth Pearson

Signature:



(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: **Márcio André Guerreiro Coelho**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	An extensive and highly current record on temperate and cold-water corals covers systematics, genomics, reproduction, husbandry, propagation and restoration. It is exceptionally close to the scientific aims of CORALRESCUE.	97
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Leadership of CORALRESCUE, CORALforests and related mapping/restoration work shows direct experience with rescued bycatch, fisher collaboration, propagation, habitat mapping and CoralMount transplantation.	98
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	The file documents sustained fisher and student training, public exhibitions, stakeholder events, media activity and ocean-literacy work.	94
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	PI and co-PI duties, task coordination, research-team co-leadership and project development demonstrate strong science-management capability.	88
Final score		96.9

Name: Doctor Gareth Pearson

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats
ANNEX 1
CURRICULAR EVALUATION

Candidate: **Sajna Hussain**

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	The recent publication record covers climate effects, fish ecology, spatial modelling and fisheries management. It is useful for the fisheries dimension but only indirectly connected to coral restoration and husbandry.	63
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Applied modelling, stock assessment, policy reporting and wetland research are documented; direct coral/bycatch restoration practice is limited.	57
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Training materials, student support, presentations and assistance with scientific publication demonstrate steady knowledge-transfer activity.	61
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Team coordination, technical review and student supervision give some programme-management relevance.	54
Final score		61.2

Name: Doctor Gareth Pearson

Signature:



(Member of the jury)

Minute N.º 2
CCMAR/IA/09/2026
Assistant Researcher – in the area of Ecology, Conservation and
Restoration of Marine Habitats

ANNEX 1
CURRICULAR EVALUATION

Candidate: Igor Pessoa

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Relevant, although limited publications on the topic	45.5
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Significant administrative and practical contribution in the requested field	18.75
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Mentions communication and outreach, but not clear what they consisted/role	3.15
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		67.5

Candidate: Tancrede Barraud

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last	Publications of some relevance	28

five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).		
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Recent PhD, not much practical work on the topic	6.25
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Some outreach and dissemination activities	4.05
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		38.4

Candidate: K. Paramasivam

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Publications in ecology but not directly related to the topic	17.5
CB) Applied or practice-based research activities carried out over the last five	Some survey experience	6.25

years and considered by the candidate to have had the greatest impact (25%).		
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	No evidence of outreach and dissemination activities	0.9
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		24.75

Candidate: Hadeer Ismail

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Relevant but limited publications in the topic	17.5
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	No experience	2.5
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	No evidence of outreach and dissemination activities	0.9
CD) Activities related to the management of science, technology	Little or no contribution	0.1

and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).		
Final score		21

Candidate: Nayara Miranda Bucair

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Fish biology background, but limited publications on the topic	28
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	limited experience	6.25
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	No evidence of outreach and dissemination activities	0.9
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		35.25

Candidate: Oumaima Boutoub

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	No publications in the topic	7
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Limited	2.5
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	No evidence of outreach and dissemination activities	0.9
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		10.5

Candidate: Márcio Coelho

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than	Excellent set of publications on the topic.	63

publication metrics or the reputation of the publishing entity (65%).		
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Has obtained funding and coordinated projects on the topic, led and participated in research expeditions	18.75
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and scientific practices, considered by the candidate to be the most relevant (9%).	Supervised master students, participated and organized many outreach and dissemination activities	8.1
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		89.95

Candidate: Sajna Hussain

Criteria	Rationale	Score
CA) Scientific, technological, cultural or artistic output produced over the last five years and considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and quality of the scientific output will be considered more relevant than publication metrics or the reputation of the publishing entity (65%).	Relevant research but no publications on the topic	21
CB) Applied or practice-based research activities carried out over the last five years and considered by the candidate to have had the greatest impact (25%).	Some research in fisheries with the production of technical reports	8.75
CC) Knowledge transfer, outreach and dissemination activities carried out over the last five years, particularly those promoting scientific culture and	No evidence of dissemination and outreach	0.9

scientific practices, considered by the candidate to be the most relevant (9%).		
CD) Activities related to the management of science, technology and innovation programmes, or experience in the observation, monitoring and evaluation of the science and technology system or higher education sector, in Portugal or abroad (1%).	Little or no contribution	0.1
Final score		30.75

Name: Professor Adelino Canário

Signature:

(President of the jury)