

**Minute nº1**  
**Ref.ª CCMAR/IJ/25/2021**

On the seventeen of January two thousand and twenty-two, at fourteen hours and thirty minutes, the jury nominated by the CCMAR board of Directors on 20/12/2021, met by video conference, for the meeting 1 of the call Ref. CCMAR/IJ/25/2021. The meeting was held for the award of a position of Junior researcher (M/F) under an uncertain term employment contract within the research project: FICA - “*Ferramentas inovadoras para investigação contratada em nutrição em aquacultura*” reference ALG-01-0247-FEDER-047175 funded by the European Regional Development Fund (FEDER) through the Operational Programme for Algarve (PO CRESC ALGARVE 2020). The nominated jury was composed by Dr. Sofia Engrola, coordinator of the project at CCMAR, team leader and researcher at CCMAR, (president of the jury), Dr. Cláudia Aragão, researcher at UALG and CCMAR (member), and Dr. Catarina Oliveira, researcher at UALG and CCMAR (member), and had the following agenda items: the definition of the requirements, of the selection criteria, functioning of the selection panel and elaboration of the announcement of the present call.

**Required Profile:**

1. PhD in Sciences or closely related area.
2. PhD Thesis in the field of Fish Nutrition.
3. Experience in the following techniques: nutrient flux with radioactivity and nutrient budgets.
4. Good knowledge of English (oral and written).

**Preference will be given to applicants that have:**

1. Scientific and professional curriculum focused for the activities described in point 3 of the required profile.
2. Experience in rearing fish in RAS systems, nutritional physiology in larvae and juveniles of marine fish, bioavailability of amino acids, nutrient budgets, assisted feeding with the technique “tube-feeding” in larvae and juvenile fish, molecular biology, nutrient flux with radioactivity
3. National or European certificate for animal experimentation for scientific purposes (category researcher – coordinator or category C).

In the event of a tie between candidates during the selection process, this argument may be used to select the candidates.

**Evaluation and Selection Procedure:**

The evaluation and selection of applications will consider the candidate’s scientific and curricular career path focusing on the relevance, quality, and timeliness of the criteria referred to in Article 5 (2) (a) to (d) of the RJEC, as follows (scored on a scale from zero to one hundred (0-100):

CA) Scientific and technological production in the last five years, deemed most relevant by the candidate to perform the project tasks, in accordance with the value defined, the content of the scientific production is more relevant than the publication metrics, or the publisher entity. (20%);

CB) Activities of applied research or based on practice, developed in the last five years, that the candidate considers with greater impact for the tasks to perform in the project, in accordance with the value defined (70%);

CC) Activities of extension and dissemination of knowledge, namely in the promotion of the culture and the scientific practices and developed in the last five years, that the candidate considers more relevant and experience in orientation (5%);

CD) Management activities of scientific projects and programmes of research, technology and innovation, or experience in observation, monitoring and evaluation of the scientific and technological system, or higher education, in Portugal or abroad. Included here are the activities of preparation and submission of applications for science, technology, and innovation projects (5%).

Criteria CA will be classified in accordance with the content of the scientific publications involving the areas/techniques indicated in point 3 of the required profile in the last five years, the content of the publication will be more relevant than the publication metrics, or the publish entity (20%). Criteria CB will be evaluated in accordance with the project aims, namely: Participation in projects in the areas/topics cited in point 2 of the required profile (10%); Experience in nutritional physiology in larvae and juveniles of marine fish, bioavailability of amino acids, nutrient budgets, diet digestibility (15%); Experience in nutrient flux, namely in the “tube-feeding” technique of larvae and juveniles fish, metabolic flux in sealed chambers with radioactive nutrients (30%); Experience in rearing of larvae and juvenile fish in RAS (5%); National or European certificate for animal experimentation for scientific purposes (category researcher – coordinator or category C) (10%).

The period of five years referred in the evaluation criteria may be increased by the selection panel, at the request of the candidate, when justified on grounds of suspension of scientific activity for socially protected reasons, namely for reasons of parental leave, prolonged serious illness, and other situations of unavailability for work legally protected.

#### Functioning of the Selection Panel

Evaluation (0-100 points) is performed through the documental assessment of the motivation letter in English (including a personal assessment of the relevance of the activities of the last five years for the present application), and the CV that will include the activities of the specific field and of the scientific and professional path of the applicant and of up to 3 scientific papers of the candidate’s choice.

The score of each candidate is obtained from the sums of the scores of each criterion multiplied by the weights according to the formulation:

$$C = CA*20\% + CB*70\% + CC*5\% + CD*5\%$$

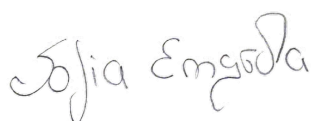
The final score of each candidate is obtained by the sum of the curricular assessment scores ( C ) , rounded to the nearest tenth.

After determining the final score C of all candidates, each member of the selection panel will rank the candidates according to the final scores assigned to them from the highest to the lowest. Abstentions are not allowed. This is followed by the vote to the first place and for each successive place. A candidate is selected when they receive the majority of votes. If this does not happen in the first round of voting, the least ranked candidate is eliminated, and the procedure is repeated with the remaining candidates. In case of a draw the vote of the President of the selection panel is decisive.

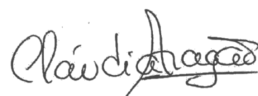
The selection panel will write minutes of the meetings with a description of the evaluation and selection process including an ordered list of candidates, their classification, and the final decision. The CCMAR Board of Directors shall validate the final decision of the selection panel.

In the event that no applicant has the necessary profile, the selection committee reserves the right to close the call without any recruitment. In the event that the selected person does not take up the position because of failure to comply with documentary requirements or any other reason, or later during the contract if they resign, the jury reserves the right, upon convenience and opportunity, to assign the post to the next applicant in accordance with the ranking positions based on the selectable reservation list that can be used up to 8 months of the date of the present announcement.

Finally, the jury prepared the announcement of the present call. Without any other item, the present meeting has terminated. The present minute with 3 pages and annex was read, approved, and shall be signed by the members of the jury.



Dr. Sofia Engrola



Dr. Cláudia Aragão



Dr. Catarina Oliveira

**Annex**

**Statement of no conflict of interests**

**Call no. CCMAR/IJ/25/2021**

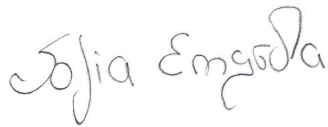
We, the undersigned, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, nowhere, with no one, knowing the consequences of misconduct.

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

Date: 17/01/2022

By the members of the Jury:



Dr. Sofia Engrola



Dr. Cláudia Aragão



Dr. Catarina Oliveira