

Minute 2

CCMAR/TSI/01/2026

I - Introduction

On the 24th day of February 2026, at 11 hours, the jury nominated by the CCMAR board of Directors on 12-01-2026, met, for the meeting 2 of the call Ref. CCMAR/TSI/01/2026. 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 project entitled *Movescapes, connectivity hotspots and eco-evolutionary dynamics: protecting the functional role of predatory coastal fisheries*, ref. DivProtect/0009/2021 within programme BiodivProtect 2021 funded by the Fundação para a Ciência e Tecnologia - FCT. The nominated jury present at the meeting was composed by Bárbara Horta e Costa, coordinator of the project and auxiliary researcher at CCMAR (President of the Selection Committee); Luis Bentes, Research Technician at CCMAR (Member) and Jorge Gonçalves, Principal Investigator with habilitation and group co-leader at CCMAR (Member) with the following agenda: admission and assessment of the applications received to the position CCMAR/TSI/01/2026.

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

- Olivia Cassetti
- Miguel Caiola
- Isadora Hahn
- Luis Almeida
- Haj Mabrouk Faten

- João Ribeiro
- Jessica Ferreira
- Constança Bexiga
- Maria Paço
- Adela Belackova
- Mónica Inácio
- Alice Santos

IV – Admission and Evaluation of applications

11 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 Degree in Natural Sciences, Marine Sciences, Biology, or related fields.
2. Proven experience in research using statistical analysis in the R software.
3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
4. Certification and proven experience in Advance diving in a scientific work environment.
5. Valid category B driving license, with no restrictions in driving in Portugal

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 and of diving certification (Advance level diving).
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
Olivia Casseti	Interesting CV but failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
Miguel Caiola	Failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings). Unclear if meets position requirement 2. Proven experience in research using statistical analysis in the R software.

Isadora Hahn	Failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings). Interesting CV with experience in SBRUVs in the PNMRA-PV.
Luis Almeida	Interesting CV but failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
Haj Mabrouk Faten	The field of research of the candidate doesn't seem related to marine conservation and MPAs. Failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
João Ribeiro	Failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings). The candidate reports some experience with SBRUVs.
Jessica Ferreira	Interesting CV but failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings). Extensive experience with SBRUVs.
Constança Bexiga	Extensive CV in other fields. Failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings); Failed to meet position requirement 2. Proven experience in research using statistical analysis in the R software.
Maria Trindade Paço	Interesting CV but not related to the topics of this position. Failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
Mónica Inácio	She has extensive experience in fisheries, particularly conducting samplings of fisheries landings is fish auctions. And she was on board in several research vessels, including in MPAs. Currently she works in the Portuguese management authority for protected areas

	(including MPAs) in the Algarve. Yet, she failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).
Alice Santos	Good CV but failed to meet position requirement 3. Proven experience in research and scientific writing on the effectiveness of Marine Protected Areas (MPAs) and in socio-ecological assessments in Portuguese MPAs (including analysis of fisheries landings).

Table 2 – List of admitted candidates

Name of the admitted candidates
Adela Belackova

V - Evaluation of applications

The Jury evaluated the application documents of the eligible candidates (**Table 2**) and applied the classification criteria and weighting factors set out in the vacancy announcement as shown in **Table 3** below:

Table 3. Table with the evaluation of applications.

Candidate	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Final Classification
Adela Belackova	17	18	19.3	18	18.2

Evaluation criteria and respective weighting:

1. Quality and impact of the scientific track record in the field of Marine Protected Areas (MPAs) in Portugal - 25%
2. Depth of practical experience applied in the marine parks of PNSACV (Southwest Alentejo and Vicentine Coast Natural Park) and PNMRA-PV (Algarve Reef Marine Natural Park - Pedra do Valado) - 30%
3. Proven experience in the software R and in analysing underwater videos (SBRUVs), as well as in video analysis and annotation using the VidSync software - 35%
4. Clarity of motivation, scientific maturity and suitability to the position work plan and skills - 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 **20**, rounded to the nearest tenth.

Table 4 presents the Classification and Ranking.

Table 4. Classification and Ranking.

Candidate	Final Classification	Ranking

Adela Belackova	18.2	1
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V – Conclusion

The candidate Adela Belackova obtained a final classification 18.2 points (out of a total of 20).

Considering the elements presented, the candidate Adela Belackova 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 5 pages, which after being read and approved were signed by the members of the jury.



Bárbara Horta e Costa



Jorge Gonçalves



Luis Bentes