

## MINUTE Nº 2

### **I - Introduction**

On the 21<sup>th</sup> day of April two thousand and twenty-six, at 14 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 11/03/2026 for the call Ref. CCMAR/IJ/06/2026. The meeting was held for the award of a position of a Junior Researcher in the area of Biological Sciences (M/F), of any nationality, including stateless candidates, under an uncertain term employment contract to recruit and select the best candidate for activities within the research project MPr-2023-12-16091 (ALGARVE-FEDER-00724000) - BivalvePlus: *“Ferramentas tecnológicas para a resiliência e segurança de bivalves marinhos de aquacultura e selvagens e aumento da sua produção em Portugal”* funded by Fundação para a Ciência e Tecnologia - FCT. The jury was composed of Doctor Maoxiao Peng, Junior Researcher at CCMAR (President); Professor Deborah Power, Full Professor at Algarve University and group leader at CCMAR (regular member); Professor Adelino Canário, group leader and President of CCMAR (regular member); Professor Rosa Freitas Associate Professor at the University of Aveiro and researcher at CESAM (regular member) and Professor Diogo Neves Proença, Assistant Professor at the University of Algarve (regular member) and had the following agenda item: admission and evaluation of applications admitted to the contract CCMAR/IJ/06/2026.

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

### **III – Candidates**

6 applications were received for the position

Anna Berezkina

Zhi Li

Rodrigo Barreto Carreira

Alfonso Diaz Suarez

Joana Filipa Marujo Neves

Henrique Sousa

#### IV- Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to none of candidates invalidate the application.

The remaining candidates (table 1) who applied were admitted to the evaluation and preliminary ranking phase.

Table 1 – Admitted Applicants

Name
<b>Anna Berezkina</b>
<b>Zhi Li</b>
<b>Rodrigo Barreto Carreira</b>
<b>Alfonso Diaz Suarez</b>
<b>Joana Filipa Marujo Neves</b>
<b>Henrique Sousa</b>

#### V – Evaluation of applications

The evaluation will consist of a curriculum assessment (final rating between 0-100).

Admitted applications were evaluated considering the scientific and curricular path, focusing on the relevance, quality, and up-to-datedness of the following criteria:

CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%).

CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)

CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).

The score of each candidate was obtained by summing the points of each criterion multiplied by the respective weights according to the following formula:

$$C = CA*40\% + CB*40\% + CC*15\% + CD*5\%$$

Annex 1 presents the individual evaluation performed by each member of the jury.

After assigning scores to all candidates, the jury proceed to the vote of the candidate to be placed in the first place, in which the candidate Zhi Li received 5 votes. The jury then continuing voting in accordance with table 2 which

presents the order of vote, individual vote and candidate selected in each vote. The final ranking of the candidates is indicated in Table 3 and on the basis of the evaluation.

Table 2 - Order of vote, individual vote and candidate selected in each vote.

Order of place	Doctor Maoxiao Peng	Professor Deborah Power	Professor Adelino Canário	Professor Rosa Freitas	Professor Diogo Neves Proença	Selected
1	Zhi Li	Zhi Li	Zhi Li	Zhi Li	Zhi Li	yes
2	Anna Berezkina	Alfonso Diaz Suarez	Anna Berezkina	Henrique Sousa	Anna Berezkina	no
3	Joana Filipa Marujo Neves	Rodrigo Barreto Carreira	Alfonso Diaz Suarez	Joana Filipa Marujo Neves	Alfonso Diaz Suarez	no
4	Alfonso Diaz Suarez	Henrique Sousa	Rodrigo Barreto Carreira	Rodrigo Barreto Carreira	Joana Filipa Marujo Neves	no
5	Henrique Sousa	Joana Filipa Marujo Neves	Joana Filipa Marujo Neves	Anna Berezkina	Rodrigo Barreto Carreira	no
6	Rodrigo Barreto Carreira	Anna Berezkina	Henrique Sousa	Alfonso Diaz Suarez	Henrique Sousa	no

Table 3. Final ranking of the candidates - call CCMAR/IJ/06/2026.

Candidates	Final Ranking
Zhi Li	1 <sup>st</sup>
Anna Berezkina	2 <sup>nd</sup>
Alfonso Diaz Suarez	3 <sup>rd</sup>
Joana Filipa Marujo Neves	4 <sup>th</sup>
Rodrigo Barreto Carreira	5 <sup>th</sup>
Henrique Sousa	6 <sup>th</sup>

## VI - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors hiring Zhi Li. The Jury will proceed to the right of prior hearing, setting a deadline of 10 working days and gives candidates the right of recourse of the announced decision, whether in relation to scientific or procedural matters. If the candidates don't not raise any objection within the legal period, the decision will become final without further formalities.

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

*Maoxiao Peng*

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Doctor Maoxiao  
(President of the jury)

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Annexes

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**CCMAR/IJ/06/2026**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: Anna Berezkina

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Although candidates are required to have experience in mollusc biology, microbiology, ecosystems modelling (GIS) and molecular technology, Relatively little experience in bioinformatics, this is not directly related to the job requirements.	70
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Extensive practical experience and training, notably including a Marie Curie Scholarship.	55
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Promotional and dissemination activities are few and limited.	40
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>56</b>

Candidate: Zhi Li

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Candidate is dedicated to the study of bivalves, especially in physiology and genetics, and has published many excellent papers in related fields, demonstrating a solid foundation.	90
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The research projects she participated in were mostly related to bivalve aquaculture, closely linked to the projects, and had a strong interest in the aquaculture industry.	70
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	A promotional video was filmed, but the promotional activities were limited.	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>68.5</b>

Candidate: RODRIGO BARRETO CARREIRA

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Although they have a solid background in cell biology and statistics, they lack experience in bivalve research, bioinformation and population genetics.	50
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Extensive research experience in cell biology, molecular biology, and neuroscience, but with low relevance to job duties.	40
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>40.5</b>

Candidate: Alfonso Diaz Suarez

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Background in population genomics, NGS, and RADseq, but no experience in bivalve.	70
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Low project participation and lack of experience in impactful events.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>	<b>46.5</b>	

Candidate: Joana Filipa Marujo Neves

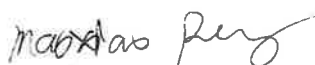
<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Skilled in the study of bivalves and ecological microbiome analysis, but lacked research experience in genetics and aquaculture.	70
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Participation in applied or practical research activities has been limited over the past five years, and almost nonexistent in recent years.	40
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities	40
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>50</b>

Candidate: Henrique Sousa

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Proficient in aquaculture, biochemistry, and physiological research, but limited background in bivalves and population genetics.	60
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Limited in applied or practical research activities over the past five years, and lack in recent years.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>42.5</b>

Name: **Doctor Maoxiao Peng**

Signature:



(President of the jury)

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**CCMAR/IJ/06/2026**  
**Junior Researcher – in the area of Biological Sciences**  
**ANNEX 1**  
**CURRICULAR EVALUATION**

Candidate: Anna Berezkina

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Candidate with experience in mollusc biology, microbiome research and molecular techniques, but not centrally related to the profile requested.	70
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Has diverse practical experience and training, participated in cruises and is a Marie Curie fellow.	50
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities, which included communication in conferences and interactions with professional organisations	45
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	
<b>Final score</b>		<b>53.25</b>

Candidate: Zhi Li

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Strong background in bivalve physiology and genetics, including several good papers in the area requested.	90

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Participates in several research projects related to bivalve aquaculture and has interactions with the aquaculture industry.	50
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities, which included participation in conferences and seminars	35
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>61.25</b>

Candidate: RODRIGO BARRETO CARREIRA

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	A multidisciplinary background in fish cell biology and statistical modelling but no previous experience in bivalves or population genetics.	60
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Work on industrial applications in a collaborative laboratory	45
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities, which included participation and organisation of conferences	35
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and	No evidence	0

technological system or higher education in Portugal or abroad (5%).		
<b>Final score</b>		<b>47.25</b>

Candidate: Alfonso Diaz Suarez

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Background in fish parasite population genomics, NGS and RADseq, but no prior experience with bivalve research.	80
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Reduced project participation and evidence of applied activities	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities, which included participation in conferences	35
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>51.25</b>

Candidate: Joana Filipa Marujo Neves

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Ecology-microbiome work in bivalves from an anthropogenic impact perspective, but no background on population genetics.	60

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Limited recent participation in projects or applied research activities in interaction with stakeholders.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities, which included participation in conferences	35
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence	0
<b>Final score</b>		<b>43.25</b>

Candidate: Henrique Sousa

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Work in biochemical responses to stressors and aquaculture, but no background in population genetics	50
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Limited recent participation in projects or applied research activities in interaction with stakeholders.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Limited dissemination activities	25
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and	No evidence	0

technological system or higher education in Portugal or abroad (5%).		
<b>Final score</b>		<b>37.75</b>

Name: **Professor Adelino Canário**

Signature:



Digitally signed by  
ADELINO VICENTE  
MENDONÇA  
CANÁRIO  
Date: 2026.04.02  
17:21:41 +01'00'

(Member of the jury)



**Junior Researcher – in the area of Biological Sciences  
(F/M) - 1 Position Available  
Reference: CCMAR/IJ/06/2026**

**ANNEX 1**

**CURRICULAR EVALUATION**

**Candidate 1: Anna Berezkina**

<b>Criteria</b>	<b>Rational</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).	Good scientific productivity with much of the work focussed on Antarctic and most productivity from 2012 – 2021. Relatively few outputs since 2022, although two are in preparation/ submitted. The scientific output and recent publications are primarily in microbiology albeit some are isolated from gastropods. Research on molluscs is not the primary focus.	20
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%).	PhD (2021) on the population structure and resources of the gastropod mollusc from Kharkiv National University. Strong background in microbiology, biochemistry, molecular biology and ecology. Although PhD was on molluscs most the the research since seems to be benthic ecology. Good computer and technical skills but not very directed at omics data handling. The candidate does mopt emphasise specific outputs they consider most impactful, although they present an abstract from the Molluscan forum 2020. The motivation letter highlights when they consider the most impactful research activities, which are primasily directed at microbiology.	22
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%).	Dissemination activities include scientific posters, and an oral presentation. Extension activities are not identified.	5
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	Management activities of science, technology and innovation are linked to meeting organisation.	1
<b>FINAL SCORE</b>		<b>48</b>

**Candidate 2: Zhi Li**

<b>Criteria</b>	<b>Rational</b>	<b>Score</b>
CA) Scientific and technological,	The applicant has an excellent productivity since 2020 with 8	36

cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).	publications and many as the lead author with more recent publications in journals with a broad scope. The outputs are all focussed on molluscs and demonstrate the candidates high expertise in mollusc research and familiarity with mollusc genetics, evolution, physiology and biochemistry and their strong skills in molecular biology and associated bioinformatics approaches. Innovation is apparent from presentation of inventions and patents noticeably for siRNA approaches in bivalves.	
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%).	Applied and practice-based research activities identified as the most impactful are presented under «contributions to the generation of ideas, tools...». They reveal the unique contribution the candidate has made to the establishment of razor clam aquaculture, the development of siRNA approaches for bivalves that is now widely used, the role of neuropeptides in the mantle with the identification and demonstration using siRNA of the role of neuropeptides and more recently the involvement of the ganglia all of which are unique contributions and directly of relevance for the postion open.	37
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%).	Dissemination activities include scientific posters, and oral presentations. Extension activities are not identified.	5
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	Some management activities in the context of projects, in China and Portugal.	2
<b>FINAL SCORE</b>		<b>80</b>

### Candidate 3: Rodrigo Barreto Carreira

Criteria	Rational	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).	The applicant has a good scientific productivity over the last 5 years but not within the scope of the Junior Researcher position since they do not have experience in mollusc research and familiarity with mollusc genetics, evolution, physiology and biochemistry. Research outputs are of good quality but primarily linked to neurobiology and bioenergetics in vertebrates.	25
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%).	Very good applied and practice-based research activities proficiency in which is corroborated and supported by the research outputs. Interesting scope in models of ischemia, demyelination, oxidative stress, and neurodegeneration. Techniques in the area of cell culture, biochemistry but apart from qPCR limited expertise in omics and associated bioinformatics and limited match with the skill requirements of 9.5, 9.7 and 9.8 based on the information provided in the CV. Experience in data collection and statistical analysis; but no evidence of transcriptome data analysis. Although indication of use of AI-based tools.	25
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%).	Dissemination activities include scientific posters, and an oral presentation. In addition the applicant has been involved in the organization of several scientific events.	10

CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	Some experience in the context of scientific management linked to scientific events organisation.	2
<b>FINAL SCORE</b>		<b>62</b>

#### Candidate 4: Alfonso Díaz Suárez

Criteria	Rational	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).	The applicant has had a very good scientific productivity linked to the population genomics and parasite diversity of fish. The outputs are good quality, but they are not fully within the scope of the Junior Researcher position that seeks demonstrated experience in mollusc research and familiarity with mollusc genetics, evolution, physiology and biochemistry.	32
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%).	The applicant has very good applied and practice-based research activities combining extensive fieldwork, NGS library preparation, and bioinformatic analysis of metabarcoding and RAD-seq data. Furthermore, they have developed a novel quadruple-indexed metabarcoding method to characterise parasite communities of trematodes of the Diplostomidae in fish hosts. However, the skills identified in their CV and letter of motivation, while proximate, do not fully match the skills identified and considered desirable in 9.5, 9.6, 9.7, 9.8 and 9.10 of the job advert.	34
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%).	Involvement in extension and dissemination is not explicitly mentioned. Scientific dissemination is considered in the context of conference attendance.	2
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No management skills are explicitly mentioned.	0
<b>FINAL SCORE</b>		<b>68</b>

#### Candidate 5: Joana Neves

Criteria	Rational	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).	Phd in 2025 from Nova entitled, <i>The function of the gut microbiome of macrobenthic species under different sediment contamination</i> . Early-stage researcher with most outputs so far in the context of research team with only one article as first author. In the area of microbenthic organisms in the marine environment and work with microbiomes linked to such organisms. The output in which the applicant is first author is good quality but overall, it and other publications of which the applicant is a member is not fully within the scope of the Junior Researcher position that seeks demonstrated experience in mollusc research and familiarity with mollusc genetics, evolution, physiology and biochemistry.	20
CB) Applied or practice-based	The applicant has work on an ecotoxicological perspective of	22

research activities developed in the last five years and considered by the candidate to be most impactful (40%).	macroinvertebrates using classical taxonomy and molecular approaches (Metabarcoding, barcoding and microbiome analysis) and associated bioinformatics approaches (Mothur, MEGA11, QIIME2), ecological statistics (R, PAST, SPSS) and ecotoxicological bioassays. Notable achievements are not well elaborated or well highlighted but are linked to progress and contributes to deciphering how anthropogenic pressures influence the health and functioning of macrobenthic organisms. As such the skills identified in their CV and letter of motivation, do not fully match the skills identified and considered desirable in 9.5, 9.6, 9.7, 9.8 and 9.10 of the job advert.	
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%).	Science communication and outreach is identified. There are actions in the context of scientific outreach through conference attendance and conference organisation. Two outreach for the general public are also identified, which is good.	10
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No management skills are explicitly mentioned.	0
<b>FINAL SCORE</b>		<b>52</b>

#### Candidate 6: Henrique Ribeiro de Sousa

Criteria	Rational	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%).	The applicant has a strong research background in Chemical and Biological Engineering (PhD 2025) with over 5 years of experience in aquatic systems, molecular biology, and environmental biotechnology. Scientific and technical outputs are primarily linked to environmental biotechnology and the application of microalgae-bacteria for bioremediation. Selected publications are in quality journals and with the applicant are the first author, which is very good. Nonetheless, the match of the applicants' background with the scope of the Junior Researcher position is only moderate and demonstrated expertise in mollusc research and familiarity with mollusc genetics, evolution, physiology and biochemistry is not clear in the CV.	25
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%).	The applicant has a strong laboratory-based expertise from their PhD and work as a technician. Notable skills and research impact could have been better demonstrated. The applicants demonstrated skills as an independent user, corroborated by research outputs include basic molecular biology, analytical techniques (e.g., HPLC, spectroscopy etc), microscopy, environmental monitoring, statistics and data analysis (programs unclear), and experimental biology with aquatic organisms. Nonetheless, although relevant the skills identified in their CV and letter of motivation, do not fully match the skill set identified and considered desirable in 9.5, 9.6, 9.7, 9.8 and 9.10 of the job advert. Note: There is an overlap in the dates for the PhD in Porto and Technicians position in CCMAR, it would be relevant to have had a clear clarification of this point.	26
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%).	Scientific dissemination is well identified and encompass publications, and conference presentations. Outreach is less clear as most of the activities reported are for scientific stakeholder and interaction with non-scientists is unclear in the CV provided.	7
CD) Management activities of	Management activities are identified but are linked to student supervision rather than innovation programs or evaluating	1

science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	scientific or technological systems.	
<b>FINAL SCORE</b>		<b>59</b>

*Deborah Power*

Deborah M Power  
20-04-2026



ATA N.º 2

CCMAR/IJ/06/2026

Junior Researcher – in the area of Biological Sciences

ANNEX 1

CURRICULAR EVALUATION

Candidate: ANNA BEREZKINA

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate presents relevant scientific publications over the last 5 years in the fields of benthic ecology, Antarctic biodiversity, microbial ecology, and coral-associated microbiota. Her recent output includes publications on Antarctic fish communities, DNA barcoding of <i>Nacella concinna</i> , and Antarctic bacterial strains, as well as a manuscript under second-round review in <i>Scientific Reports</i> on bacterial community composition and antibiotic resistance in coral-associated microbiota near Chilean salmon farms. The scientific content is interdisciplinary and technically sound, combining ecology, microbiology, molecular biology, and phylogenetic analysis. However, the strongest recent outputs include a limited number of published papers compared with other candidates, and part of the most recent work is still under review or in preparation	75
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The candidate demonstrates solid applied research experience over the last five years, especially through her postdoctoral work at the Alfred Wegener Institute and earlier research at the National Antarctic Scientific Center. Her practice-based activities include culture-dependent and culture-independent microbiological techniques, 16S rRNA analyses, Illumina MiSeq workflows, PCR, DNA isolation, phylogenetic analyses, antibiotic resistance testing, and GIS-based biodiversity monitoring. She also participated in the CoReA expedition in Chile, showing hands-on field and laboratory competence. These activities indicate good capacity to conduct applied marine and benthic biological research.	85
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	The CV provides evidence of dissemination primarily through oral and conference presentations at international and specialist meetings, including ASLO 2025, the European Coral Reef Symposium 2024, the World Microbe Forum 2021, and Antarctic conferences. These activities show regular scientific dissemination within the research community. Nevertheless, the CV contains	70

	limited evidence of broader outreach actions specifically aimed at promoting scientific culture to non-specialist audiences.	
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	The candidate shows some involvement in science-related organizational and collaborative activities through participation in funded projects, interaction with professional organizations, and long-term institutional research service in Ukraine and Germany. However, the CV provides limited explicit evidence of formal management responsibilities in science, technology, innovation programmes, or in the evaluation and monitoring of scientific systems. Therefore, the documented management dimension appears more modest than her research profile.	60
<b>Final score</b>		<b>78</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**

Num. de Identificação: 10559051

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ATA N.º 2

CCMAR/IJ/06/2026

Junior Researcher – in the area of Biological Sciences

ANNEX 1

CURRICULAR EVALUATION

Candidate: Zhi Li

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate has a very strong scientific output in the last five years, with publications directly aligned with bivalve biology, molecular regulation, biomineralization, neuropeptides, larval metamorphosis, physiology, and genomics. His recent production includes first-author papers on neuropeptide diversity and function in bivalves, regulation of shell growth in <i>Mytilus galloprovincialis</i> , molecular evolution in molluscs, and experimental studies on razor clam growth and metamorphosis. The work is original, mechanistically oriented, and highly relevant to the research area, with strong methodological depth in molecular biology, genomics, transcriptomics, and bioinformatics.	92.5
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The candidate demonstrates excellent applied and practice-based research activities. His CV documents extensive hands-on experience in bivalve biochemistry, gene silencing, RNA sequencing, immunoprecipitation, imaging, transcriptomics, experimental aquaculture, shell biomineralization studies, and bioinformatics. He also developed RNAi approaches for shellfish larvae, contributed to methodological innovation, and has practical experience with spatial transcriptomics and technology transfer in bivalve systems. The applied relevance of his work is further reinforced by his involvement in projects related to disease resistance, bivalve food safety, and aquaculture resilience.	95
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	The candidate shows good dissemination of scientific results through publications, conference-related activities, invited scientific contribution, and evidence of strong oral and written science communication skills. His invited review on peptide and neuropeptide diversity in bivalves is a positive indicator of recognition in the field. However, the CV offers less explicit evidence of structured public outreach or science communication directed at non-specialist audiences, so the	85

	dissemination profile is strongest within academic and specialist contexts.	
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	The candidate shows moderate evidence of management and collaborative scientific activity. He has participated in several funded projects, contributed to a patent, and engaged in international research exchange and technology transfer. His profile also indicates increasing independence, including grant applications and participation in collaborative project teams. Still, the CV provides limited explicit evidence of formal management of programmes, coordination roles, or evaluation/monitoring responsibilities in science systems.	82.5
<b>Final score</b>		<b>92</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**

Num. de Identificação: 10559051

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ATA N.º 2

CCMAR/IJ/06/2026

Junior Researcher – in the area of Biological Sciences

ANNEX 1

CURRICULAR EVALUATION

Candidate: Rodrigo Barreto Carreira

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate presents good scientific production in the last five years, including first-author papers and co-authored work in peer-reviewed journals such as <i>Nutrients</i> , <i>Molecules</i> , <i>BBA Bioenergetics</i> , and <i>Neurotoxicity Research</i> . The scientific content is solid and demonstrates expertise in confocal imaging, morphometric quantification, bioenergetics, oxidative stress, and biomarker analysis. Although most of the work is centred on neuroscience and cellular physiology rather than marine biology, the methodological quality is high and several competencies are transferable to experimental physiology and biomarker-based studies in aquatic organisms.	82.5
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The candidate has good applied research experience in laboratory-based experimental systems, including in vitro, ex vivo, and in vivo models, primary and immortalized cell cultures, molecular techniques, biochemical assays, confocal microscopy, and advanced statistical analysis. Particularly relevant is his recent postdoctoral work in aquaculture biotechnology, including the development of fish cell lines and sustainable animal-free culture media. While much of the applied work was developed outside marine organism ecophysiology, the experimental rigor and technical skillset are clearly strong and transferable.	75
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	The candidate has consistent dissemination activity, including oral presentations, poster presentations in international meetings, international communication of research findings, and informal mentoring of MSc and PhD students in laboratory techniques, data analysis, and scientific communication. This shows active participation in dissemination within the academic community, although broader public outreach activities are not strongly documented in the CV.	77.5
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring,	The candidate provides evidence of organizational and management-related activities through participation in organizing committees of scientific symposia,	77.5

and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	coordination of abstract review and speaker logistics, support for summer courses, and informal supervision and training of students. These activities demonstrate useful organizational experience, although the CV does not document formal leadership of research projects or programme-level management responsibilities.	
<b>Final score</b>		<b>79</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**

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ATA N.º 2

CCMAR/IJ/06/2026

Junior Researcher – in the area of Biological Sciences

ANNEX 1

CURRICULAR EVALUATION

Candidate: Alfonso Díaz Suárez

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate shows good recent scientific production in the areas of population genomics, parasitology, fish ecology, and metabarcoding. His publication record includes papers in <i>Journal of Fish Biology</i> , <i>Proceedings B</i> , <i>Freshwater Biology</i> , <i>International Journal for Parasitology</i> , and <i>Fisheries Research</i> , as well as a submitted paper in 2026. The scientific content is robust and methodologically relevant, especially in genomics and metabarcoding. However, the output is less directly aligned with bivalve biology than that of some other candidates.	82.5
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The candidate has applied research experience through his roles as researcher at the Estonian University of Life Sciences, research technician at CCMAR, and internship experience at the Spanish Institute of Oceanography. His recent work demonstrates practical application of genomic and metabarcoding tools to aquatic systems and parasite ecology. Even so, the CV provides less detail on laboratory methods, experimental systems, or practice-based technical activities than some other candidates, which makes the applied component harder to document in depth.	72.5
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	The CV documents scientific dissemination mainly through conference presentations, including Trematodes 2024, FSBI 2024, the Scandinavian-Baltic Society for Parasitology conference, and other specialist meetings. These show active participation in academic dissemination. However, there is limited evidence of extension or outreach activities specifically aimed at promoting scientific culture beyond the specialist research community.	67.5
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	The CV provides only limited explicit evidence of management activities in science, technology, or innovation programmes. While the candidate has held research positions and participated in collaborative work, the document does not clearly show formal coordination roles, programme management,	55

	or experience in monitoring and evaluation of scientific systems.	
<b>Final score</b>		<b>75</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**

Num. de Identificação: 10559051

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ATA N.º 2

CCMAR/IJ/06/2026

Junior Researcher – in the area of Biological Sciences

ANNEX 1

CURRICULAR EVALUATION

Candidate: Joana Neves

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate presents good and coherent scientific production in the last five years, with publications and manuscripts focused on estuarine and coastal ecology, macrobenthic communities, sediment contamination, and bivalve gut microbiomes. Her recent work includes a 2025 paper in <i>Marine Pollution Bulletin</i> , co-authorships in <i>Communications Earth &amp; Environment</i> , <i>Ecological Indicators</i> , and <i>Estuarine, Coastal and Shelf Science</i> , together with submitted and in-preparation papers on <i>Cerastoderma edule</i> gut microbiomes. The scientific content is relevant and well aligned with benthic ecology and marine environmental assessment.	80
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The candidate demonstrates strong applied and practice-based research activity through work at IPMA and MARE, including molecular and bioinformatic assessment of biodiversity, field sampling, sediment analysis, isotope sample preparation, macroinvertebrate identification, metabarcoding, DNA extraction, microbiome analysis, ecological statistics, ecotoxicological bioassays, and biomarker analysis. She also has documented experience in oceanographic campaigns and intertidal fieldwork, showing a well-balanced field-and-lab applied profile.	85
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	The candidate has a good dissemination and outreach profile. In addition to several oral presentations and poster communications, she has participated in science communication activities such as the European Researchers' Night, the IPMA Schools programme, and ExpoFCT. She also has teaching experience at NOVA FCT, mentoring experience, and supervision of students in laboratory settings. These activities show both academic dissemination and broader engagement in promoting scientific culture.	85
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring,	The candidate shows some evidence of management and academic service through participation in research projects, support in conference organization, teaching	75

and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	responsibilities, student supervision, and service as principal examiner for an MSc thesis. Although the CV does not indicate major formal leadership of research programmes, it does document organizational reliability and active contribution to the functioning of academic and scientific activities.	
<b>Final score</b>		<b>83</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**

Num. de identificação: 10559051

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ATA N.º 2

CCMAR/IJ/06/2026

Junior Researcher – in the area of Biological Sciences

ANNEX 1

CURRICULAR EVALUATION

Candidate: Henrique Sousa

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	The candidate presents appropriate scientific production in the last five years in environmental biotechnology, microbiology, and aquatic systems. The CV highlights selected publications in <i>Chemical Engineering Journal</i> (2025), <i>Science of the Total Environment</i> (2025), and <i>Journal of Environmental Management</i> (2023). The scientific content is clearly linked to environmental stress, contaminant removal, and biological systems, although the publication list is summarized rather than fully detailed in the CV.	80.0
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	The candidate shows strong practice-based research experience, particularly through his work as Research Technician at CCMAR and PhD Researcher at LEPABE. His documented activities include RNA extraction, cDNA synthesis, qPCR, oxidative stress biomarkers, biological sampling, aquatic organism handling, controlled exposure experiments, wastewater treatment using microalgae-bacteria systems, and statistical analysis of complex biological datasets. The applied research component is strong and technically relevant, especially for experimental aquatic biology and biomarker-based studies.	87.5
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	The candidate provides good evidence of dissemination and academic contribution through peer-reviewed publications, international conference presentations, peer review for international journals, teaching of practical classes, supervision of undergraduate and master's projects, and moderation at IJUP'24. These activities indicate active participation in scientific dissemination and training within academia, although broader public outreach is less explicitly documented.	82.5
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and	The candidate demonstrates some management and collaboration experience through participation in national and international projects, coordination of experimental workflows, student supervision, and collaboration with multidisciplinary and international research teams. This shows	72.5

technological system or higher education in Portugal or abroad (5%).	useful organizational ability and project integration, although the CV does not document formal leadership of major programmes or evaluation roles in the scientific system.	
<b>Final score</b>		<b>83</b>

Name: **Professor Rosa Freitas**

Signature:

(Member of the jury)

Assinado por: **Rosa de Fátima Lopes de Freitas**  
 Num. de Identificação: 10559051  
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ATA N.º 2

**CCMAR/IJ/06/2026**

**Junior Researcher – in the area of Biological Sciences**

**ANNEX 1**

**CURRICULAR EVALUATION**

Candidate: **Alfonso Díaz**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Candidate has good publication record in population genomics and metabarcoding, including SNP, RADseq, population genomics. However, all work is on freshwater/marine fish and parasites, and no prior experience with bivalves or molluscs.	75
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Candidate has experience as technician and research fellow in different institutions. Multiple specialised courses in population genomics and bioinformatics. However, limited participation applied projects or documented interaction with aquaculture/fisheries stakeholders in the last 5 years.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Candidate showed limited dissemination activities developed in the last five years. Few communications in conferences.	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence of formal management of science, technology, or innovation programmes, or evaluation of the scientific/higher education system in the last 5 years.	0
<b>Final score</b>		<b>48.5</b>

Candidate: **Anna Berezkina**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last	Experience in mollusc biology (gastropod <i>Nacella concinna</i> ) and	60

five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	microbiome research, with molecular techniques (16S rRNA, Illumina MiSeq, DNA barcoding). MSCA4Ukraine fellowship (2023–2025) on coral microbiota. Within the last 5 years, only 1 paper published. Candidate is peripherally related to bivalve biology.	
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Candidate has practical experience in molecular microbiology, Illumina sequencing, and Antarctic field expeditions, and she is MSCA fellow. However, experience is centred on cold-water coral microbiota and Antarctic ecology — not on bivalve aquaculture resilience, population genetics, or stress physiology of cultivated species.	50
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Candidate showed limited dissemination activities developed in the last five years. Few communications in conferences.	45
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence of formal management of science, technology, or innovation programmes, or evaluation of the scientific/higher education system in the last 5 years.	0
<b>Final score</b>		<b>50.75</b>

Candidate: **Henrique Sousa**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Candidate shows experience in environmental biotechnology, focused on microalgae-bacteria systems for wastewater treatment and biochemical stress responses in aquatic organisms. No publications in bivalve biology, population genetics, genomics, or transcriptomics. Limited alignment with the scientific content requested by the call.	50

CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Candidate has practical experience in molecular biology techniques (RNA extraction, qPCR, biomarker analysis) and managing experimental trials with aquatic organisms. Limited documented participation in funded projects related to bivalves or interaction with aquaculture industry.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Candidate showed limited dissemination activities developed in the last five years. Few communications in conferences.	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence of formal management of science, technology, or innovation programmes, or evaluation of the scientific/higher education system in the last 5 years.	0
<b>Final score</b>		<b>38.5</b>

Candidate: **Joana Neves**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Candidate with experience on bivalve gut microbiome ( <i>Cerastoderma edule</i> ) under environmental stress and relevant publications. However, no background in population genetics, GWAS, WGS, or SNP analysis, which are central to project.	65
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Candidate has practical experience in molecular and bioinformatic biodiversity assessment. Limited recent participation in projects. Limited evidence of direct interaction with aquaculture industry stakeholders or applied activities specifically linked to bivalve production systems.	35
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and	Candidate showed limited dissemination activities developed in the last five years. Few communications in conferences.	40

practices, considered most relevant by the candidate (15%)	Showed other science communication participations for general community.	
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	No evidence of formal management of science, technology, or innovation programmes, or evaluation of the scientific/higher education system in the last 5 years.	0
<b>Final score</b>		<b>46.0</b>

Candidate: **Rodrigo B. Carreira**

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Candidate with experience on neuroprotection, glial biology, oxidative stress, and cellular responses to ischemia. Advanced skills in confocal imaging, quantitative morphometry, mixed-effects statistical modelling, and biomarker analysis under acute stress conditions. However, there is no prior work in bivalves or population genetics, genomics, or transcriptomics.	55
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Candidate has practical experience in developing fish cell lines and animal-free culture media for sustainable aquaculture. Work on aquaculture industrial and applied laboratory, but limited to cell biotechnology with no documented engagement with bivalve population genetics, field sampling, genomics, or aquaculture industry stakeholders in bivalve production.	40
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Candidate showed limited dissemination activities and organization developed in the last five years. Few communications in conferences.	30
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and	Very limited of formal management of science, technology, or innovation programmes, or evaluation of the	10

technological system or higher education in Portugal or abroad (5%).	scientific/higher education system in the last 5 years.	
<b>Final score</b>		<b>43</b>

Candidate: **Zhi Li**

<b>Criteria</b>	<b>Rationale</b>	<b>Score</b>
CA) Scientific and technological, cultural or artistic production in the last five years considered most relevant by the candidate. The content of the scientific output is more relevant than publication metrics or the publishing entity (40%)	Strong experience in bivalve biology and genetics, directly aligned with the project. Included very good papers on shell biomineralization, neuropeptide regulation in bivalves, and transcriptomics (RNAseq), published in journals with good impact factors. Content is highly relevant to the tasks described in the call.	90
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (40%)	Candidate has practical experience on bivalve projects including industry-linked work, experience in RNAi, RNAseq, spatial transcriptomics, and bioinformatics. Interaction with aquaculture industry partners is documented.	65
CC) Extension and dissemination activities developed in the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate (15%)	Candidate showed limited dissemination activities developed in the last five years. Few communications in conferences and seminars.	40
CD) Management activities of science, technology, and innovation programs, or experience in observing, monitoring, and evaluating the scientific and technological system or higher education in Portugal or abroad (5%).	Limited of formal management of science, technology, or innovation programmes, or evaluation of the scientific/higher education system in the last 5 years.	20
<b>Final score</b>		<b>69</b>

Name: **Professor Diogo Neves Proença**

Signature:

(Member of the jury)

Assinado por: **Diogo Alexandre Neves Proença**  
 Num. de Identificação: 13077033  
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