

Minute nº3
Ref. nº CCMAR/BM/12/2025

I - Introduction

On the 1st of October, 2025 at 14:30 hours the jury nominated by the CCMAR board of Directors on 10-07-2025, met by video conference, for the third meeting of the call Ref. CCMAR/BM/12/2025. The meeting was for the hiring of a Master's Fellowship (Bolsa de Mestrado), for applicants of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of Biology and Molecular Biology within the research project number **2024.04866.RESTART** - named as **PROCOAST: "Producers & Toxicity Assessment of Tetrodotoxin and analogues on the Portuguese Coast"**, funded by the Foundation for Science and Technology (FCT) under the RESTART Programme 2nd edition. The jury present at the meeting was composed by Doctor Sandra Lage, Coordinator of the project, Group leader and Auxiliary Researcher at CCMAR and Invited Assistant Professor at University of Algarve (President); Doctor Aschwin Hillebrand Engelen, Group Leader and Auxiliary Researcher at CCMAR (Member) and Doctor Tânia Aires, Junior Researcher at CCMAR (Member) and had the following agenda items: evaluation of the applications admitted to the position CCMAR/BM/12/2025.

II - Statement of no conflict of interests

We, the members of this jury, 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 – Evaluation of Applications

The Jury evaluated the application documents of all the eligible candidates and applied the classification criteria and the respective weightings set out in the notice of opening of the call, as shown in table 1 below.

Criteria:

1. Bachelor's degree grade (35%);
2. Proven experience in the establishment and maintenance of bacterial cultures (25%);

3. Proven experience in molecular biology techniques for nucleic acid extraction, analysis and amplification (20%);
4. Proven experience in the usage of bioinformatic tools applied to microbiome data and/or LC-HRMS analysis (15%);
5. Published scientific articles or scientific presentations in the field of knowledge (5%).

Table 1. Evaluation of applications to call CCMAR/BM/12/2025

Name	Criteria 1	Criteria 2	Criteria 3	Criteria 4	Criteria 5	Total
Maria Inês Gonçalves Amaral	16.0	15.0	16.0	17.0	16.0	15.9
Theresa Nehring	17.0	15.0	18.0	16.0	0.0	15.7
André Filipe Gonçalves Gabriel	15.0	11.0	16.0	11.0	10.0	13.4
NIH BIH Belamine	10.6	10.0	10.0	10.0	0.0	9.7
Nazim Kuku	17.0	14.0	16.0	12.0	12.0	15.1
Ricardo Fábio Reis Starkey	12.0	10.0	10.0	10.0	9.0	10.7
Agatha Caroline Nürnberg dos Santos	10.0	9.0	9.0	7.0	10.0	9.1
PAVLOS CHRISTODOULOU	10.0	9.0	9.0	12.0	0.0	9.4
Shane Artman	10.0	12.0	12.0	7.0	0.0	10.0
Manuel Salgado Quintana	13.7	15.0	12.0	10.0	0.0	12.4
Mohamed Abdul Hameed N	10.0	9.0	9.0	7.0	0.0	8.6
PRAKASH Bajagain	12.2	15.0	13.0	10.0	0.0	12.1
Pedro Canal Fanjul	10.0	9.0	9.0	0.0	0.0	7.6
Shashikumar Pawar	15.0	10.0	10.0	10.0	0.0	11.3
Mohamed khalil Bejaoui	10.0	10.0	15.0	15.0	12.0	11.9
Smilla Liliana Uma Marlene Adler	14.0	18.0	18.0	17.0	16.0	16.4
Muhammad Zakariya	19.6	12.0	10.0	7.0	7.0	13.3

Table 2 presents the final ranking.

Table 2 – Final Ranked classification

Name	Final grade (0-20)	Ranking
Smilla Liliana Uma Marlene Adler	16.4	1 st
Maria Inês Gonçalves Amaral	15.9	2 nd
Theresa Nehring	15.7	3 rd
Nazim Kuku	15.1	4 th
André Filipe Gonçalves Gabriel	13.4	5 th
Muhammad Zakariya	13.3	6 th
Manuel Salgado Quintana	12.4	7 th
PRAKASH Bajagain	12.1	8 th
Mohamed khalil Bejaoui	11.9	9 th
Shashikumar Pawar	11.3	10 th
Ricardo Fábio Reis Starkey	10.7	11 th
Shane Artman	10.0	12 th

NIH BIH Belamine	9.7	13 th
PAVLOS CHRISTODOULOU	9.4	14 th
Agatha Caroline Nürnberg dos Santos	9.1	15 th
Mohamed Abdul Hameed N	8.6	16 th
Pedro Canal Fanjul	7.6	17 th

IV - Conclusion

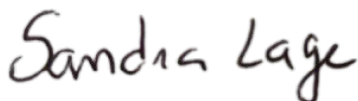
24 candidates have applied to the present call. 17 candidates were admitted (minute 2). The 17 candidates admitted to the call obtained a final classification between 16.4 points and 7.6 points (out of a total of 20), with the candidate **Smilla Liliana Uma Marlene Adler** having the highest classification (16.4 points).

Considering the elements presented, the candidate **Smilla Liliana Uma Marlene Adler** 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 3 pages, which after being read and approved were signed by the members of the jury.

Doctor Sandra Lage



(President)

Doctor Aschwin Engelen



(Member)

Doctor Tânia Aires



(Member)