

MINUTE Nº 2

I - Introduction

On the 31st day of July two thousand and twenty-six, at 17:00 hours, was held the second meeting of the jury nominated by the CCMAR board of Directors on 22/06/2026 for the call Ref. CCMAR/IJ/10/2026. The meeting was held for the award of a position of Junior Researcher (M/F) in the area of Ecology, Conservation and Habitat Restoration, for candidates 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 Ref. 101148241 – LIFE23-NAT-PT: Large-scale conservation and restoration of critically threatened seagrass habitat on Atlantic infralittoral sand and coastal lagoons, funded by the European Commission. The jury was composed by Dr. João Neiva, Assistant Researcher and Research Group Leader at CCMAR (President); Dr. Diogo Paulo, Assistant Researcher at CCMAR and Coordinator of the CCMAR Scientific Diving Centre (full member); Dr. Vânia Baptista, Junior Researcher at CCMAR (full member); Professor Karim Erzini, Professor at the University of Algarve and Research Group Leader at CCMAR (full member) and Professor Ester Serrão, Full Professor at the University of Algarve and Research Group Leader at CCMAR (full member) and had the following agenda item: admission and evaluation of applications admitted to the contract CCMAR/IJ/10/2026.

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

9 applications were received for the position

Table 1 – Applications received

Paula Sobenko Hatum

Mahidi Hossen Hannan

Sajna Hussain

Raibel Zelideth Nuñez Gonzalez

Kidanie Misganaw Bezabih

Charles Cadier

Duarte Gonçalves Frade

Lorenzo Cozzolino

Lorenzo Cozzolino

Candidate Lorenzo Cozzolino applied twice and for that reason only the last application received was considered.

IV- Exclusion of applications

The jury analyzed the applications, considering the mandatory requirements and documents, and decided to invalidate the application of the following candidates due to the reasons below in table 2.

Table 2– Candidates not admitted

Name	Reason for invalidation
Mahidi Hossen Hannan	failure in meeting requirement number 1 and 3.
Sajna Hussain	failure in meeting requirement number 3.
Raibel Zelideth Nuñez Gonzalez	failure in meeting requirement number 3.
Kidanie Misganaw Bezabih	failure in meeting requirement number 1 and 3.

The remaining candidates (table 3) who applied were admitted to the evaluation and preliminary ranking phase.

Table 3– Admitted Applicants

Paula Sobenko Hatum
Charles Cadier
Duarte Gonçalves Frade
Lorenzo Cozzolino

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 output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of 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 (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 (9%)

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 (1%).

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

$$C = CA \times 40\% + CB \times 50\% + CC \times 9\% + CD \times 1\%$$

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 Duarte Frade received 5 votes. The jury then continuing voting in accordance with table 4

which presents the order of vote, individual vote and candidate selected in each vote: Candidate Charles Cadier was voted for second place with 5 votes. Candidate Lorenzo Cozzolino was voted for third place with 5 votes, and candidate Paula Sobenko Hatum was voted for 4th place with 5 votes. The final ranking of the candidates is indicated in Table 5 and on the basis of the evaluation.

Table 4 - Order of vote, individual vote and candidate selected in each vote.

Order of place	Doctor João Neiva	Doctor Diogo Paulo	Doctor Vânia Baptista	Professor Karim Erzini	Professor Ester Serrão	Candidate Selected in each vote
1st	Duarte Frade	Duarte Frade	Duarte Frade	Duarte Frade	Duarte Frade	Duarte Frade
2nd	Charles Cadier	Charles Cadier	Charles Cadier	Charles Cadier	Charles Cadier	Charles Cadier
3rd	Lorenzo Cozzolino	Lorenzo Cozzolino	Lorenzo Cozzolino	Lorenzo Cozzolino	Lorenzo Cozzolino	Lorenzo Cozzolino
4th	Paula Sobenko Hatum	Paula Sobenko Hatum	Paula Sobenko Hatum	Paula Sobenko Hatum	Paula Sobenko Hatum	Paula Sobenko Hatum

Table 5. Final ranking of the candidates - call CCMAR/IJ/10/2026.

Candidates	Final Ranking
Duarte Frade	1 st
Charles Cadier	2 nd
Lorenzo Cozzolino	3 rd
Paula Sobenko Hatum	4 th

VI - Conclusion

Considering the final classification of eligible candidates, the Jury unanimously decided to propose to the board of Directors hiring Duarte Frade. 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 3 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.



Doctor João Neiva
(President of the jury)

Annexes

Minute N.º 2
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Junior Researcher – in the area of
Ecology, Conservation and Habitat Restoration
ANNEX 1
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Candidate: Paula Sobenko Hatum

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Three recent publications on seagrass resilience: prediction of responses to marine heatwaves, uncertainty in impact projections, and transferability of Dynamic Bayesian Network models.	80/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Strong background on modelling and integration of monitoring data. The application provides limited evidence of practical habitat mapping, taxonomical skills, field monitoring, or restoration implementation.	50/100
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 (9%)	Accessible data-visualisation tools, research-group co-chair roles, technical presentations, communication materials and an award recognising engagement. Citizen science and stakeholder training are less clearly documented.	60 / 100
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 (1%).	Some evidence of project-management, training, technical leadership in tool development, research-group co-chair activity and technical reporting.	50 / 100
Final score		62.9/100

Name: Doctor João Neiva

Signature: 

(President of the jury)

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Candidate: Charles Cadier

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Strong and coherent recent output in coastal (seagrass, mangrove) restoration, marine and estuarine habitat-condition indicators, ecosystem services. The portfolio is highly relevant to restoration, including services and blue carbon.	90 / 100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Strong demonstrated practice in seed-based seagrass restoration, nursery development, restoration campaigns, biodiversity and carbon assessment, macroinvertebrate taxonomy, monitoring methods. Also field-team leadership, stakeholder workshops and supervision.	90 / 100
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 (9%)	Good record, including Seagrass nursery workshops, restoration presentations, practitioner engagement and scientific conferences.	80 / 100
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 (1%).	Strong early-career management evidence, including lead and co-applicant roles in restoration grants, expert workshops, fieldwork leadership, postgraduate supervision.	80 / 100
Final score		89.00 / 100

Name: Doctor João Neiva

Signature: 

(President of the jury)

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Junior Researcher – in the area of
Ecology, Conservation and Habitat Restoration
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Candidate: Duarte Gonçalves Frade

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Very good recent output on seagrass and ditchgrass conservation, including first-author publications on the rediscovery of <i>Ruppia drepanensis</i> and <i>Althenia</i> in Portugal, an updated extinction-risk assessment of Tropical Atlantic seagrasses, IUCN assessments, and a seagrass monitoring and management manual.	90 / 100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Work combining taxonomy, molecular identification, field surveys, mapping and conservation assessments. Strong applied experience in <i>Ruppia</i> and <i>Zostera</i> mapping and transplantation; lagoon-plant taxonomy and conservation; associated-fauna sampling and identification; blue-carbon sediment sampling; biodiversity databases; stakeholder training;	95 / 100
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 (9%)	Relevant and sustained activity in seagrass and lagoon outreach, stakeholder capacitation, public lectures, guided visits, Bioblitz events, media engagement, and long-term coordination and curation of large iNaturalist citizen-science projects.	90 / 100
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 (1%).	Relevant management and coordination roles, coordination within conservation assessments and specialist groups.	80 / 100
Final score		95.09 / 100

Name: Doctor João Neiva

Signature: 

(President of the jury)

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Candidate: Lorenzo Cozzolino

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Strong recent publication record. Selected outputs address plastic retention by vegetated coastal habitats, microplastic contamination in bivalves from Ria Formosa seagrass meadows, and intraspecific variation in ecosystem-engineer responses. Scientifically strong, but not especially focused on seagrass ecology and restoration.	70 / 100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Relevant applied experience in field sampling of seagrass and other vegetated habitats, environmental and biodiversity assessment, Ria Formosa ecology, ecosystem functioning, blue carbon and participatory monitoring. Experience on actual seagrass restoration is not well demonstrated.	70 / 100
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 (9%)	Activities include international conferences, seminars, media interviews, environmental education, citizen-science initiatives and conservation outreach with communities and tourism operators.	80 / 100
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 (1%).	Some experience coordinating campaigns, contributing to funded projects and reports, research datasets and supervision of a master's student. Limited involvement in formal programme, work-package or institutional research management.	60 / 100
Final score		75.32 / 100

Name: Doctor João Neiva

Signature: 

(President of the jury)

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Candidate: Paula Sobenko Hatum

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Strong modelling background, with some seagrass related projects and publications, namely on assessment of seagrass ecosystem resilience under marine heatwave scenarios.	80
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Research on the effects of climate change, and drivers through modelling, on seagrasses and coral reefs. No proven professional experience in the ecology, conservation and restoration of seagrass species and habitats, including lagoon habitats dominated by <i>Ruppia</i> spp.	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 (9%)	Creation of Shiny App to visualize and disseminate the results of modelling scenarios. No experience in outreach, public engagement and citizen science activities.	50
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 (1%).	Project management certificate; co-chair of various groups. No other evidence of management activities of science, etc...	25
Final score		71.75

Name: Professor Karim Erzini



Signature:

(Members of the jury)

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Candidate: Charles Cadier

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Very good publication record, in good journals, mostly relevant to the project, although only some are directly on seagrass.	95
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Considerable experience with practical conservation and fieldwork relevant to the project, including habitat restoration.	90
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 (9%)	Scientific dissemination mainly in conferences; no evidence of outreach, public engagement and citizen science.	70
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 (1%).	Successful in obtaining funding.	100
Final score		90.3

Name: Professor Karim Erzini



Signature:

(Member of the jury)

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Candidate: Duarte Gonçalves Frade

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Strong publication record, with highly relevant publications for the Life project and tasks to be carried out. Considerable contributions in terms of reports and other outputs.	90
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Considerable experience in applied and practice-based research activities, including seagrass restoration, monitoring biodiversity, taxonomy, etc..	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 (9%)	Considerable experience with outreach, public engagement and citizen science, mostly related to seagrass. Dissemination activities include media interviews.	100
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 (1%).	Provision of support for project management and reporting. Participation in conservation working groups.	95
Final score		93.45

Name: Professor Karim Erzini



Signature:

(Member of the jury)

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Candidate: Lorenzo Cozzolino

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Good publication record in the last years but not very relevant to the requirements of the position in the project. Some publications on seagrass and microplastics.	80
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Research focuses mainly on microplastics; good experience with fieldwork relevant to the project.	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 (9%)	Scientific communication in conferences. Some experience with outreach and public engagement. Dissemination activities include media interviews.	85
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 (1%).	Successful in obtaining some funding.	80
Final score		82.95

Name: Professor Karim Erzini



Signature:

(Member of the jury)

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Candidate: Paula Sobenko Hatum

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Three recent studies examine seagrass resilience, focusing on predicting responses to marine heatwaves, addressing uncertainties in impact projections, and evaluating the transferability of Dynamic Bayesian Network models.	80/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	The applicant demonstrates a solid background in modelling and in integrating monitoring data. However, the application provides limited evidence of hands-on habitat mapping, taxonomic expertise, field-based monitoring, or practical experience in restoration activities.	50/100
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 (9%)	The applicant demonstrates experience with accessible data-visualisation tools, co-chairing research groups, delivering technical presentations, producing communication materials, and has received an award for public engagement. Evidence of citizen-science involvement and stakeholder training is less clearly presented.	70/100
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 (1%).	There is some evidence of project management, training activities, technical leadership in tool development, research-group co-chairing, and preparation of technical reports.	55/100
Final score		63.9

Name: Doctor Vânia Baptista

Signature: 

(Member of the jury)

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Candidate: Charles Cadier

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	The applicant presents a strong and clear output on coastal restoration, namely on seagrass and mangroves, marine and estuarine habitat-condition indicators, and ecosystem services. The portfolio shows high relevance to restoration science, including ecosystem-service assessment and blue-carbon applications.	90/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	The applicant demonstrates strong practical experience in seed-based seagrass restoration, biodiversity and carbon assessments, nursery development, restoration campaigns, macroinvertebrate taxonomy, and monitoring methodologies. Additional strengths include leadership of teams in field works, stakeholder workshop delivery, and supervision.	90/100
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 (9%)	A good track record is evident, including seagrass-nursery workshops, restoration-focused presentations, practitioner engagement, and participation in scientific conferences.	85/100
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 (1%).	The applicant provides strong early-career evidence of management capability, including lead and co-applicant roles on restoration grants, participation in expert workshops, leadership in field activities, and supervision of postgraduate researchers.	85/100
Final score		89.5/100

Name: Doctor Vânia Baptista

Signature: 

(Member of the jury)

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Candidate: Duarte Gonçalves Frade

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	The applicant shows a very strong recent record in seagrass and ditchgrass conservation, highlighting the first-author publications on the rediscovery of <i>Ruppia drepanensis</i> and <i>Althenia</i> in Portugal, an updated extinction-risk assessment of Tropical Atlantic seagrasses, multiple IUCN assessments, and the development of a seagrass monitoring and management manual.	95/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	The applicant's work integrates field surveys, taxonomy, molecular identification, habitat mapping, and conservation assessments. There is strong practical experience in mapping and transplanting <i>Ruppia</i> and <i>Zostera</i> , lagoon-plant taxonomy and conservation, sampling and identifying associated fauna, blue-carbon sediment sampling, managing biodiversity databases, and training of stakeholders.	95/100
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 (9%)	The applicant shows sustained and relevant involvement in seagrass and lagoon outreach, encompassing stakeholder capacity-building, public talks, guided excursions, Bioblitz participation, media communication, and long-term coordination and curation of major iNaturalist citizen-science initiatives.	90/100
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 (1%).	The applicant demonstrates relevant experience in management and coordination, including roles within conservation-assessment processes and active participation in specialist groups.	80/100
Final score		94.4/100

Name: Doctor Vânia Baptista

Signature: 

(Member of the jury)

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Candidate: Lorenzo Cozzolino

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	The applicant has produced a strong set of publications, including studies on how vegetated coastal habitats retain plastics, microplastic contamination in bivalves from Ria Formosa seagrass meadows, and variation in ecosystem-engineer responses within species. Although the research is scientifically solid, its thematic emphasis does not lie primarily in seagrass ecology or restoration.	65/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	The applicant brings relevant applied expertise across several areas, including field sampling in seagrass and other vegetated coastal habitats, environmental and biodiversity assessments, work on Ria Formosa ecosystem dynamics, blue-carbon processes, and participatory monitoring approaches. However, direct evidence of hands-on involvement in seagrass restoration activities is limited.	75/100
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 (9%)	The applicant has been active across a broad outreach portfolio, contributing to international conferences and seminars, engaging with media, delivering environmental-education activities, supporting citizen-science programmes, and working with local communities and tourism operators on conservation-focused initiatives.	80/100
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 (1%).	The applicant has contributed to campaign coordination, funded project activities, report preparation, research-dataset development, and the supervision of a master's student. However, their involvement in formal programme-level, work-package, or institutional research management appears limited.	65/100
Final score		71.4/100

Name: Doctor Vânia Baptista

Signature: 

(Member of the jury)

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Candidate: Paula Sobenko Hatum

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Three recent peer-reviewed papers directly address seagrass resilience to marine heatwaves, model transferability and uncertainty. The output is highly relevant to monitoring and decision support, although primarily modelling-based rather than restoration-focused.	85
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	The PhD applied Bayesian modelling to seagrass resilience and produced a decision-support application; additional applied data-tool and GIS experience is relevant. Direct field mapping, Ruppia work, nurseries, transplantation or seagrass restoration are not demonstrated.	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 (9%)	Scientific presentations, reports, research-group service and stakeholder-oriented data tools are documented. Evidence of sustained public engagement, citizen science or stakeholder training specifically related to seagrass restoration is comparatively limited.	55
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 (1%).	Project-management training and experience leading technical development and stakeholder consultation are documented, but there is limited evidence of formal responsibility for managing scientific programmes or major research projects.	45
Final score		66.9

Name: Professor Ester Serrão

Signature:

Ester Serrão

(Member of the jury)

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Candidate: Charles Cadier

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Recent outputs on coastal-wetland restoration, condition and threat indicators, blue-carbon benefits and best-practice guidance are scientifically strong and closely aligned with habitat restoration and monitoring, including policy-relevant outcomes.	90
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Extensive direct experience includes seagrass restoration campaigns, seed-based methods, nursery optimisation, seasonal monitoring, macroinvertebrate taxonomy, biodiversity and carbon assessment, and development of an endorsed habitat-condition framework.	94
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 (9%)	A strong record of conference and workshop presentations, stakeholder workshops, practitioner engagement and training of staff and students supports the project's dissemination and capacity-building tasks.	82
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 (1%).	The candidate has led or co-led funded projects, supervised staff and doctoral researchers, coordinated experts and stakeholder workshops, and contributed to applied project management and method development.	85
Final score		91.2

Name: Professor Ester Serrão

Signature:  (Member of the jury)

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ANNEX 1
CURRICULAR EVALUATION

Candidate: Duarte Gonçalves Frade

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Recent outputs are exceptionally well aligned with the call: Ruppia and Althenia rediscoveries, seagrass extinction-risk assessments, a monitoring and management manual, technical reports and publications on coastal-habitat conservation.	95
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Direct experience covers Ruppia and Zostera mapping and transplants, associated-fauna identification, blue-carbon sampling, biodiversity databases, student supervision and implementation of the LIFE RESTORESEAGRASS project itself.	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 (9%)	Extensive outreach includes public and school activities, stakeholder and ranger training, citizen-science projects, guided bioblitzes, media engagement and conservation events directly concerning seagrasses, lagoons and wetlands.	95
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 (1%).	Current duties include LIFE project administration and reporting, EU KPI liaison, permits, deliverables and meeting records; further coordination is shown through expeditions, specialist groups, teaching and supervision.	90
Final score		95.0

Name: Professor Ester Serrão

Signature:  (Member of the jury)

Minute N.º 2
CCMAR/IJ/10/2026
Junior Researcher – in the area of
Ecology, Conservation and Habitat Restoration
ANNEX 1
CURRICULAR EVALUATION

Candidate: Lorenzo Cozzolino

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	The candidate has a strong recent publication record, including work on plastic retention by vegetated habitats and bivalves from Ria Formosa seagrasses. Scientific quality is high, but most outputs concern pollution and invertebrates rather than seagrass or <i>Ruppia</i> restoration.	76
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Substantial field, experimental, monitoring, biodiversity and data-analysis experience is demonstrated, including Ria Formosa and coastal carbon research. Direct seagrass mapping, transplantation, nursery or restoration responsibility is not documented.	67
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 (9%)	International presentations, invited seminars, environmental education, citizen-science work, media interviews and a Nature feature demonstrate a strong capacity to communicate marine science to varied audiences.	82
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 (1%).	Experience includes coordinating field campaigns and datasets, contributing to reports, supervising a master's student and acting as PI or co-PI on small grants. Management of major scientific programmes is not yet demonstrated.	65
Final score		71.9

Name: Professor Ester Serrão

Signature:  (Member of the jury)

Minute N.º 2
CCMAR/IJ/10/2026
Junior Researcher – in the area of
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ANNEX 1
CURRICULAR EVALUATION

Candidate: Paula Sobenko Hatum

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Recent publications focused on seagrass resilience, covering marine heatwave response forecasting, uncertainty associated with impact projections, and the applicability of Dynamic Bayesian Network approaches across different contexts	75/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Demonstrates a solid profile in ecological modelling and the integration of monitoring datasets. However, the application provides limited evidence regarding habitat mapping, taxonomic expertise, field-based ecological monitoring, or hands-on restoration activities.	60/100
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 (9%)	Evidence of outreach and dissemination through data visualisation platforms, leadership roles within research groups, technical communications, and recognised engagement activities. Documentation of citizen-science initiatives and stakeholder capacity-building is less extensive.	60/100
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 (1%).	Shows some experience in project coordination, training activities, technical leadership in software/tool development, co-management of research groups, and preparation of technical outputs.	60/100
Final score		66/100

Name: Doctor Diogo Paulo

Signature:



(Member of the jury)

Minute N.º 2
CCMAR/IJ/10/2026
Junior Researcher – in the area of
Ecology, Conservation and Habitat Restoration
ANNEX 1
CURRICULAR EVALUATION

Candidate: Charles Cadier

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Consistent and highly relevant scientific output focused on coastal ecosystem restoration, including seagrass and mangrove habitats, habitat-condition assessment, and ecosystem-service evaluation. The publication record aligns closely with restoration and blue-carbon objectives.	95/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Extensive practical experience in seagrass restoration using seed-based approaches, nursery establishment, restoration operations, biodiversity and carbon monitoring, macroinvertebrate taxonomy, and ecological assessment methods. Also demonstrates leadership in field activities, stakeholder engagement, and student supervision.	90/100
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 (9%)	Strong dissemination portfolio encompassing nursery and restoration workshops, presentations aimed at practitioners, and participation in scientific meetings and conferences.	75/100
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 (1%).	Demonstrates notable management experience for this career stage, including leadership and co-applicant responsibilities in funded projects, organisation of expert meetings, coordination of field activities, and postgraduate mentoring.	75/100

Final score	90,5/100
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Name: Doctor Diogo Paulo

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IJ/10/2026
Junior Researcher – in the area of
Ecology, Conservation and Habitat Restoration
ANNEX 1
CURRICULAR EVALUATION

Candidate: Duarte Gonçalves Frade

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Excellent recent scientific contributions to seagrass and aquatic-plant conservation, including first-author studies on the rediscovery of rare species in Portugal, extinction-risk assessments, IUCN evaluations, and practical monitoring and management guidance.	95/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Combines expertise in taxonomy, molecular tools, field surveying, habitat mapping, and conservation assessment. Demonstrates substantial applied experience in mapping and transplantation of <i>Ruppia</i> and <i>Zostera</i> , lagoon-flora conservation, faunal sampling, blue-carbon studies, biodiversity data management, and stakeholder training.	95/100
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 (9%)	Sustained and impactful outreach record, including stakeholder engagement, public talks, guided field activities, Bioblitz initiatives, media contributions, and long-term management of large citizen-science projects through iNaturalist	90/100

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 (1%).	Holds relevant experience in coordination and management, particularly through roles linked to conservation assessments and specialist conservation networks.	85/100
Final score		94,45/100

Name: Doctor Diogo Paulo

Signature: 

(Member of the jury)

Minute N.º 2
CCMAR/IJ/10/2026
Junior Researcher – in the area of
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ANNEX 1
CURRICULAR EVALUATION

Candidate: Lorenzo Cozzolino

Criteria	Rationale	Score
CA) Scientific and technological, cultural or artistic output produced over the last five years, considered by the candidate to be the most relevant to the tasks to be carried out within the project, in accordance with the weighting defined below. The content and relevance of the output will be given greater importance than publication metrics or the prestige of the publishing entity (40%).	Strong publication record with contributions addressing plastic retention in coastal vegetated habitats, microplastic contamination associated with seagrass systems, and variability in ecosystem-engineering responses. While scientifically robust, the work is less directly centred on seagrass ecology and restoration.	70/100
CB) Applied or practice-based research activities developed in the last five years and considered by the candidate to be most impactful (50%)	Relevant practical experience in ecological fieldwork within seagrass and other vegetated coastal habitats, biodiversity assessment, ecosystem-functioning studies, blue-carbon research, and participatory monitoring initiatives. Direct experience in seagrass restoration activities is less evident.	65/100
CC) Extension and dissemination activities developed in the last five years, particularly in the context of	Demonstrates engagement in dissemination through conference participation, seminars, media	85/100

promoting scientific culture and practices, considered most relevant by the candidate (9%)	communication, environmental education activities, citizen-science programmes, and conservation outreach involving local communities and tourism stakeholders.	
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 (1%).	Experience includes coordination of field campaigns, participation in funded projects and reporting activities, management of research datasets, and supervision of a master's student. Evidence of involvement in formal programme or institutional research management is more limited.	70/100
Final score		68,85/100

Name: Doctor Diogo Paulo

Signature: 

(Member of the jury)

