

Jorge Gonçalves

MINUTE Nº 3

I - Introduction

On the 11th of August two thousand and twenty-six, at 9:00 hours, took place online the third meeting of the jury nominated by the CCMAR Board of Directors on 04/06/2026 for the call Ref. CCMAR/IA/09/2026. The meeting was held to award a position of Assistant Researcher (M/F) in Ecology, Conservation and Restoration of Marine Habitats. The position was open to citizens of any nationality, including stateless individuals, under an uncertain-term employment contract to recruit and select the best candidate for activities within the research project CORALRESCUE - *Large-scale coral bycatch mitigation by active engagement of fishers in habitat conservation and restoration*, and related projects. The jury was composed of Professor Adelino V. Canário, Emeritus Professor at the University of Algarve, Research Group Co-Leader at CCMAR and President of the CCMAR Board of Directors (President of the Selection Committee); Professor Ester Serrão, Full Professor at the University of Algarve and Research Group Co-Leader at CCMAR (Full Member); Doctor Gareth Pearson, Principal Researcher at CCMAR and Research Group Co-Leader at CCMAR (Full Member); Professor Jorge Gonçalves, Principal Researcher with Habilitation at CCMAR, Research Group Co-Leader at CCMAR and Member of the CCMAR Board of Directors (Full Member) and Doctor Neusa Martins, Assistant Researcher and Research Group Co-Leader at CCMAR (Full Member). Doctor Jorge Gonçalves excused himself for a justified reason. The meeting had the following agenda item: analysis of the appeal by candidate Tancrede Barraud.

II – Appeal by candidate Tancrede Barraud

The appeal statement is present as annex 1. The jury analysed each point presented by the candidate and answered each point as follows:

A) The jury recognises that the evaluation justification may have been short, but the scores do reflect content and quality.

B)

CA: The candidate has just finished his PhD, and the jury considered not just generic quality but the content in relation to the specific requirement of the position. The arguments presented by the candidate do not demonstrate a factual error or misapplication of the evaluation criterion.....

CB: It is expected that applicants have experience of applied research and leading projects in the area of the call, particularly in relation to coral conservation and restoration. This is not related to career stage. The arguments presented by the candidate do not demonstrate a factual error or misapplication of the evaluation criterion.

CC: The candidate's arguments introduced in the formal statement of contestation do not introduce new evidence to change the scores. Furthermore, the arguments presented do not demonstrate a factual error or misapplication of the evaluation criterion.

CD: The documentation submitted by the candidate did not contain evidence of management at the level indicated in the law (management of science, technology and innovation programmes). The arguments presented by the candidate do not demonstrate a factual error or misapplication of the evaluation criterion.

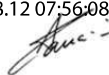
.....
The Jury voted unanimously to maintain the scores and decision as before.

III – Conclusion

Having analysed the appeal of candidate Tancrede Barraud, the jury decided to maintain the earlier decision of proposing to the Board of Directors the hiring of Márcio André Guerreiro Coelho, which becomes final.

With nothing further to discuss, the meeting was closed and the minutes, totalling 2 pages with annexes, were drawn up, read, and unanimously approved by the members of the jury, both in content and in the decision. The minutes will be signed solely by the President, with the full consent of the committee members.

Assinado por: **Adelino Vicente
Mendonça Canário**
Num. de Identificação: 05011931
Data: 2026.08.12 07:56:08+01'00'



Professor Adelino Canário
(President of the jury)

Annexes

Dear Members of the Selection Jury,

I, Tancrede Barraud, having been duly notified of the preliminary decision and evaluation report, hereby present my formal disagreement and respectfully request a re-evaluation and upward revision of the scores awarded, based on the factual and legal grounds set forth below.

A) General framework and legal grounds

Under the principles of administrative transparency and the duty to provide adequate justification, an evaluation jury is required to provide a concrete, objective, and individualized assessment of a candidate's curriculum. The rationale provided in the evaluation report relies on overly generic statements that understate my scientific production and mischaracterize my hands-on applied research over the last five years, resulting in a manifest error of assessment.

B) Specific rebuttal by evaluation criterion

Criterion CA: Scientific, technological, cultural, or artistic output (weighting: 65%)

- Assigned scores: 40/100 (Doctor Neusa Martins) | 28/65 (Professor Adelino Canário)
- Jury's rationale: *"The candidate has published few papers within the required field..."*/*"Publications of some relevance."*

Grounds for contestation

1. Misapplication of relevance vs. volume: The call's terms explicitly state that *"the content and quality of scientific output will be considered more relevant than publication metrics."* The jury's justification broadly asserts limited output without engaging in a qualitative assessment of the submitted publications.
2. Direct methodological and ecological alignment: My submitted research focuses directly on benthic community ecology, marine dark habitats, and high-resolution 3D photogrammetric surface modeling, methodologies and ecosystem frameworks that align directly with the primary objectives of this project.
3. Request for re-evaluation: I request that the jury conduct a thorough qualitative review of the scientific novelty and methodological rigor of my submitted works, particularly regarding photogrammetric workflows and marine biodiversity mapping, and revise the CA score upward accordingly.

Criterion CB: Applied or practice-based research activities (weighting: 25%)

- Assigned scores: 40/100 (Doctor Neusa Martins) | 6.25/25 (Professor Adelino Canário)
- Jury's rationale: *"Limited experience in the research field..."*/*"Recent PhD, not much practical work on the topic."*

Grounds for Contestation

1. Undue penalization of career stage vs. applied field record: The rationale stating *"Recent PhD, not much practical work on the topic"* disregards the extensive applied research and field logistics accumulated over the last five years.

2. Operational field and technical expertise: My practical track record includes lead operational roles in complex scientific dive missions (organizing and executing over 270 scientific SCUBA dives), advanced underwater photogrammetry deployments, spatial habitat mapping, and computational ecological analyses using R, QGIS, and eCognition.
3. Improper separation of PhD and applied experience: Restricting the assessment of practical work solely to post-doctoral tenure constitutes a flawed assessment, as the applied field sampling, 3D modeling, and spatial analyses carried out *during* and *alongside* my doctoral research directly constitute high-level practice-based research.
4. Request for re-evaluation: I request that my documented record of field expeditions, technical dive operations, and spatial data processing be fully accounted for under CB to reflect my actual operational expertise.

Criterion CC: Knowledge transfer, outreach, and dissemination (weighting: 9%)

- Assigned scores: 35/100 (Doctor Neusa Martins) | 4.05/9 (Professor Adelino Canário)
- Jury's rationale: *"Evidence of broader knowledge transfer is limited."/"/Some outreach and dissemination activities."*

Grounds for Contestation

1. Lack of specificity: The jury acknowledges participation in international conferences and outreach activities, yet penalizes the section significantly without specifying what standard was unmet.
2. Demonstrated dissemination: My portfolio includes active contributions to international scientific symposia, open science practices, and community science engagement.
3. Request for re-evaluation: I request an upward adjustment of Criterion CC to accurately reflect the breadth and international reach of these dissemination efforts.

Criterion CD: Science, technology, and innovation management (Weighting: 1%)

- Assigned scores: 10/100 (Doctor Neusa Martins) | 0.1/1 (Professor Adelino Canário)
- Jury's rationale: *"Limited experience in research management..."/"/Little or no contribution."*

Grounds for Contestation

1. My curriculum includes operational management of field expedition logistics, active involvement in research grant writing, data management plan execution, and lab space/equipment coordination, responsibilities directly corresponding to early-to-mid-career scientific management.

C) Conclusion and Formal Request

In light of the above, the current scoring reflects an under-evaluation of my practical, methodological, and field-based contributions, alongside an unjustified penalization regarding career timing over actual applied output.

I respectfully request that the Evaluation Jury:

1. Admit this formal statement for consideration within the prior hearing period;
2. Perform a qualitative re-assessment of the submitted documentation, specifically under Criteria CA and CB;
3. Revise the overall final score upward to accurately reflect my professional qualifications and technical fit for the position.

Sincerely,

Tancrède Barraud