Assinado por: **Jorge Manuel dos Santos Gonçalves**
Num. de Identificação: 08098237
Data: 2026.09.28 15:15:30+01'00'

Assinado por: **Sofia Alexandra Dias Engrola**
Num. de Identificação: 10089954
Data: 2026.09.25 09:39:59+01'00'

the content of this minute is agreed upon, and actions will be taken accordingly

Minute 3

I - Introduction

On the 23th day of September of two thousand and twenty-six, at 14:00 hours the jury nominated by the CCMAR board of Directors on 06/08/2026 met by video conference, for the second meeting of the call Ref. CCMAR/BINCGAM/12/2026. The meeting was for the hiring of a Research Fellowship for a person with a Master Degree (Bolsa de Investigação não conducente à obtenção de grau académico para pessoa com mestrado), for applicants of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of Aquaculture, Biology, Ecology, Global Changes and Molecular Biology within the research project number MPr-2023-12-16551 (ALGARVE-FEDER-00772500) - named as AdaptKelp: "*Assegurar um futuro sustentável para a aquacultura de Laminaria ochroleuca*" funded by FCT – Fundação para a Ciência e a Tecnologia. The nominated jury was composed by Doctor Neusa Martins, Coordinator of the project and Auxiliary Researcher at CCMAR (President of jury); Professor Ester Serrão, Full Professor at Algarve University and Researcher at CCMAR (member of the jury); Doctor Luís Barreto, Junior Researcher at CCMAR (member of jury) and had the following agenda items: Deliberation on the final decision of the call after the communication of the provisional results.

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

III – Decision after the Communication of the Provisional Results

The provisional results were communicated to all candidates on 08/09/2026. During the prior hearing period, a claim was received by email from candidate Hakim Chaib on 10/09/2026 at 07:09, in which he requested a review of her exclusion and attached a copy of his bachelor's degree certificate and academic transcript.

The jury analysed the email and supporting documents received from candidate Hakim Chaib in response to the provisional decision.

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.

The Jury acknowledges that the academic transcript demonstrates that the candidate completed curricular units related to algal culture, algae and lichen biology, marine ecology, aquatic organism biology, systematics and ecophysiology. However, the completion of these curricular units demonstrates academic training and theoretical knowledge; it does not, in itself, constitute sufficient evidence of practical or research experience in kelp ecology, biology, reproduction and cultivation, as specifically required in points 2 and 3 of Section 5 ("Requirements for the application") of the Notice.

Furthermore, the information and documents submitted do not demonstrate experience in conducting thermal experiments and evaluating physiological parameters in macroalgae, as required under point 4, nor experience in macroalgae cryopreservation, as required under point 5 of the same section.

The Jury further notes that the prior hearing procedure is intended to allow candidates to comment on the provisional decision and does not constitute an opportunity to supplement their applications with qualifications or supporting documents that should have been submitted within the application period.

Since applicants are required to meet all the conditions listed in Section 5 of the Notice, and the candidate has not provided sufficient evidence of compliance with the abovementioned requirements, the arguments presented do not alter the grounds underlying the provisional decision. Therefore, the Jury unanimously decided to maintain the candidate's exclusion and, consequently, the provisional decision remains unchanged.

No further claims or notifications were received.

IV - Conclusion

Considering the elements presented, the candidate Brigitta Varga meets the conditions for the selection. For these reason, the selection committee proposes to the CCMAR board of Directors the approval of this decision.

With no other item on the agenda, the meeting was closed, and these minutes were drawn up, consisting of two pages, which, after being read and approved, were signed by the members of the jury.

Neusa Martins	Ester Serrão	Luís Barreto
Doctor Neusa Martins	Professor Ester Serrão	Doctor Luís Barreto