Minute 2

I - Introduction

On the 08th day of September of two thousand and twenty-six, at 10:00 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: admission and evaluation of the applications admitted for the fellowship CCMAR/BINCGAM/12/2026.

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 – Candidates

Eleven applications were received:

1. Leonardo Gomes Dias
2. Hakim Chaib
3. Brigitta Varga
4. Marc Díaz Castro
5. Maria de los Desamparados Busach Borrallo
6. Sheeza Sakhawat
7. Saba Munir
8. Alessandro Rossetti
9. Elli Kiourani
10. Doha Amrouchi

11. Genevieve Lafrinere

IV - Exclusion of applications

The jury analysed the applications, and ten **candidates** (**Table 1**) were excluded to the evaluation phase due to failure to meet one or more requirements stated in the official announcement, as follows:

1. Master's degree in Marine Biology or related fields;
2. Experience in the field of kelp ecology, biology and reproduction;
3. Experience in kelp cultivation;
4. Demonstrated experience in conducting thermal experiments and evaluating physiological parameters in macroalgae;
5. Experience in macroalgae cryopreservation;

Table 1. Candidates excluded of the evaluation and ranking phase.

Name	Reason for exclusion
Leonardo Gomes Dias	The candidate did not provide evidence of a Master's degree in Marine Biology or a related field and did not demonstrate the required experience in kelp ecology, biology and reproduction, thermal experiments and physiological assessment in macroalgae, or macroalgae cryopreservation.
Hakim Chaib	The candidate did not demonstrate experience in the field of kelp ecology, biology and reproduction, kelp cultivation, thermal experiments and physiological assessment in macroalgae, and macroalgae cryopreservation.
Marc Díaz Castro	The candidate did not demonstrate experience in the field of kelp ecology, biology and reproduction, kelp cultivation, thermal experiments and physiological assessment in macroalgae, and macroalgae cryopreservation.
Maria de los Desamparados Busach Borrallo	The candidate did not demonstrate experience in kelp cultivation, thermal experiments and physiological assessment in macroalgae, and macroalgae cryopreservation.
Sheeza Sakhawat	The candidate did not demonstrate experience in the field of kelp ecology, biology and reproduction, kelp cultivation, thermal experiments and physiological assessment in macroalgae, and macroalgae cryopreservation.
Saba Munir	The candidate did not demonstrate experience in the field of kelp ecology, biology and reproduction, kelp cultivation, thermal experiments and physiological assessment in macroalgae, and macroalgae cryopreservation.
Alessandro Rossetti	The candidate did not demonstrate experience in the field of kelp ecology, biology and reproduction, kelp cultivation, thermal experiments and physiological assessment in macroalgae, and macroalgae cryopreservation.
Elli Kiourani	The candidate did not demonstrate experience in macroalgae cryopreservation.
Doha Amrouchi	The candidate did not demonstrate experience in the field of kelp ecology, biology and reproduction, kelp cultivation, and macroalgae cryopreservation.

Gnevieve Lafrinere	The candidate did not provide evidence of a Master's degree in Marine Biology or a related field and did not demonstrate the required experience in kelp ecology, biology and reproduction or macroalgae cryopreservation.

The remaining one **applicant** was admitted for evaluation and ranking (Table 2).

Table 2. Candidate admitted and proposed for the evaluation and ranking phase.

Brigitta Varga

V - Evaluation of applications

The Jury evaluated the application documents of the eligible candidate (**Table 2**) and applied the classification criteria and weighting factors set out in the vacancy announcement as shown in **Table 3** below:

Table 3. Table with the evaluation of applications.

Candidate	**Criterion 1**	**Criterion 2**	**Criterion 3**	**Criterion 4**	**Criterion 5**	**Final Classification**
Brigitta Varga	17	18.9	19	19.5	17.5	18.7

Evaluation criteria and respective weighting:

1. **Master academic degree grade (10%);**
2. **Proven experience in kelp ecology, biology and reproduction – (40%);**
3. **Proven experience in kelp cultivation – (20 %);**
4. **Proven experience in conducting thermal stress experiments and evaluating physiological parameters in macroalgae (20%);**
5. **Proven experience in macroalgal cryopreservation – (10%).**

Note: The final grades in table 3 represent the average of the individual evaluation performed by each member of the jury, presented on a scale from **0** to **20**, rounded to the nearest tenth.

Table 4. Overall classification and ranking of the admitted applicant of call CCMAR/BINCGAM/12/2026, indicating the final score.

Candidates	**Final Classification**	**Ranking**
Brigitta Varga	18.7	1st

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate **Brigitta Varga** had the highest classification (**Table 4**) and based on the elements presented in the application, candidate **Brigitta Varga**

meets the 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, 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.

With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 4 pages, which after being read and approved were signed by the members of the jury.

Doctor Neusa Martins	Professor Ester Serrão	Doctor Luís Barreto