Minute 3

I - Introduction

On 22th of October of two thousand and twenty-six, at 10:00 hours the jury nominated by the CCMAR board of Directors on 21/08/2026 met by video conference, for the first meeting of the call Ref. CCMAR/BINCGAM/13/2026. The meeting was for the hiring of one Research Fellowship for a person with a Master's Degree (Bolsa de Investigação não conducente à obtenção de grau académico para mestre), for applicants of any nationality, including stateless candidates, and holders of political refugee status, in the scientific field of **Aquaculture**, **Biology and Ecology** within the research project number **MPr-2023-7-18319** - named as **AQUADIVERSIFY:** *"Diversificação e Produção Sustentável em Aquacultura Multitrófica Integrada*" funded by Agência da Inovação. The jury present at the meeting was composed of Doctor Aschwin Engelen, Group Leader, Coordinator of the project and Auxiliary Researcher of CCMAR, Doctor Neusa Martins, Group Leader and Auxiliary Researcher at CCMAR (member); Professor Sandra Lage, Group Leader at CCMAR, Invited Assistant Professor at University of Algarve and Auxiliary Researcher at CCMAR (member of the jury), and had the following agenda items: admission and evaluation of the applications admitted for the fellowship CCMAR/BINCGAM/13/2026.

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

41 applications were received:

1. Clara Seelandt

2. Saba Munir
3. Doha Amrouchi
4. SRUTHI SEKAR
5. Juan Miguel Baldominos
6. Valerio Daniel Leto
7. Genevieve Lafrinere
8. Valentina Bosqueiro Martin
9. Naveen Kumar P
10. Sara Blanco Rodríguez
11. Silvia Lomartire
12. Sara Blanco Rodríguez
13. ADEKUNLE Anthony Olutola
14. AMEER ALI KUBAR
15. oumaima sami
16. Stefano Pautasso
17. Guilherme Melo Madeira
18. Anisha Ganguly
19. Lourdes Duque
20. Anna Marion
21. Mattia Zeqja
22. MUHAMMAD UMAR
23. Muhammad Asghar
24. Saliha Bensiali
25. Marwa Melki
26. Bipul Kumar Dey
27. Patricia Veronica Carmona Pallares
28. Helena Khatoon
29. Ahmed ABOALI
30. Dr. Shahid Mahmood
31. Louise Constandt
32. Jebbar Aya

33. Sara Blanco Rodríguez
34. Paul Husemann
35. Henrique Ribeiro de Sousa
36. Marta Moreno Martínez
37. Carolin Klancicar
38. Beatriz Maria Pereira Passarinha
39. Abdelrhman amer abdelmoaty Hussein amer
40. Beatriz Maria Pereira Passarinha
41. Gabriel da Costa Soares Pereira

However, candidates **Beatriz Maria Pereira Passarinha** and **Sara Blanco Rodriguez** submitted two and three applications, respectively. In both cases, only the last application submitted by each candidate was considered for the purposes of the recruitment procedure.

IV - Exclusion of applications

The jury analysed the applications and **28 candidates** (**Table 1**) were excluded from 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, Marine Ecology, Aquaculture or equivalent;

2) Fluent in English in writing and speaking;

3) Experimental experience in testing seaweed conditions and developing protocols;

4) Experience in macroalgal biobanking, culture maintenance/methodology;

5) Experience with seaweed farming/production;

6) Experience in light microscopy and seaweed health assessments;

7) Skills in Excel and Word.

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

Name	**Reason for exclusion**
Saba Munir	Not meeting criteria 3,4, and 5
Sruti Sekar	Not meeting criteria 4 and 5
Valerio Daniel Leto	Not meeting criteria 3,4, and 5
Genevieve Lafrinere	Not meeting criteria 1, 3,4, 5 and 6
Naveen Kumar P	Not meeting criteria 3,4, and 5
Silvia Lomatire	Not meeting criteria 3,4, and 5
ADEKUNLE Anthony Olutola	Not meeting criteria 3,4, and 5
AMEER ALI KUBAR	Not meeting criteria 3,4, and 5
Oumaima Sami	Not meeting criteria 3,4, and 5
Guilherme Melo Madeira	Not meeting criteria 3,4, and 5
Anisha Ganguly	Not meeting criteria 3,4, and 5
Lourdes Duque	Not meeting criteria 3,4, and 5
Anna Marion	Not meeting criteria 3,4, and 5
Mattia Zeqja	Not meeting criteria 3,4, and 5
MUHAMMAD UMAR	Not meeting criteria 1, 3,4, and 5
Muhammad Asghar	Not meeting criteria 3,4, and 5
Saliha Bensiali	Not meeting criteria 3,4, and 5
Bipul Kumar Dey	Not meeting criteria 4, and 5

Helena Khatoon	Not meeting criteria 3,4, and 5
Shahid Mahmood	Not meeting criteria 3,4, and 5
Louise Constandt	Not meeting criteria 3,4, and 5
Jebbar Aya	Not meeting criteria 3,4, and 5
Paul Husemann	Not meeting criteria 3,4, 5, and 6
Henrique Ribeiro de Sousa	Not meeting criteria 3,4, and 5
Marta Moreno Martínez	Not meeting criteria 3,4, and 5
Beatriz Maria Pereira Passarinha	Not meeting criteria 3,4, and 5
Abdelrhman amer abdelmoaty Hussein amer	Not meeting criteria 3,4, and 5
Ahmed Aboali	Not meeting criteria 1

The remaining **10** applicants were admitted for evaluation and ranking (Table 2).

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

Clara Seelandt
Doha Amrouchi
Juan Miguel Baldominos
Valentina Bosqueiro Martin
Sara Blanco Rodríguez
Stefano Pautasso
Marwa Melki

Patricia Veronica Carmona Pallares
Carolin Klancicar
Gabriel da Costa Soares Pereira

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**	**Final Classification**
Clara Seelandt	18	14	16	16
Doha Amrouchi	13	10	14	12
Juan Miguel Baldominos	17	14	16	15,6
Valentina Bosqueiro Martin	12	11	14	12
Sara Blanco Rodriguez	16	10	15	13,4
Stefano Pautasso	14	10	15	12,6
Marwa Melki	12	10	13	11,4
Patricia Veronica Carmona Pallares	17	14	16	15,6
Carolin Klancicar	15	12	14	13,6
Gabriel de Costa Soares Pereira	17	14	16	15,6

Evaluation criteria and respective weighting:

1) Proven experience in the field of macroalgae culture biobanking maintenance/methodology and techniques – 40%

2) Proven experience with seaweed farming, hatcheries, production - 40%

3) Proven experience in the use of Excel, WORD, and light microscopy – 20%

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.

The jury had the need to clarify certain curricular aspects of the applications submitted by the following candidates: Clara Seelandt, Juan Miguel Baldominos, Patricia Veronica Carmona Pallares, and Gabriel da Costa Soares Pereira. These clarifications took place on 7 and 8 October. Gabriel da Costa Soares Pereira subsequently informed the Jury by email that he was no longer interested in the position.

Table 4. Overall classification and ranking of the admitted applicant of call CCMAR/BINCGAM/13/2026, indicating the final score.

Candidates	**Final Classification**	**Ranking**
Clara Seelandt	16	**1st**
Juan Miguel Baldominos	15.6	**2nd Ex aequo**
Patricia Veronica Carmona Pallares	15.6	**2nd Ex aequo**
Gabriel de Costa Soares Pereira	15.6	**2nd Ex aequo**
Carolin Klancicar	13.6	**3rd**
Sara Blanco Rodriguez	13.4	**4th**
Stefano Pautasso	12.6	**5th**
Valentina Bosqueiro Martin	12	**6th**
Marwa Melki	11.4	**7th**
Doha Amrouchi	8.4	**8th**

VI - Conclusion

The fellowships will be awarded to the best ranked applicant. The candidate **Clara Seelandt** had the highest classification (**Table 4**) and based on the elements presented in the application, candidate **Clara Seelandt** 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 8 pages, which after being read and approved were signed by the members of the jury.





Doctor Aschwin Engelen | Doctor Neusa Martins | Doctor Sandra Lage