

## MINUTE OF JURY SELECTION

### Call for postdoctoral fellowship in the Functional Ecology lab

The jury selection formed by Dr. Giulia Ghedini, Dr. Karina Xavier and Dr. Waldan Kwong met to analyse the applications to a postdoctoral research fellowship in the Functional Ecology lab at the Instituto Gulbenkian de Ciencia, funded by the Calouste Gulbenkian Foundation.

The call was open from the 4<sup>th</sup> to 31<sup>st</sup> January 2023 and was widely advertised on the IGC website and in Euraxess. The jury analysed the documents included in the applications found attached to these minutes.

The call received 8 applications that were classified in the following way:

Name	Full application	CV and previous experience (35%)	Motivation letter (15%)	Evaluation (50%)
1 Charlotte Briddon	Yes	35	15	50
2 Karla Münzner	Yes	32	15	47
3 Luis Alejandro Gonzalez Guerrero	Yes	27	13	40
4 Ana Corrochano	Yes	22	10	32
5 Pritam Banerjee	Yes	18	8	26
6 Stefano Nones	Yes	16	10	26
7 Jamila Bem Marnissi	Yes	14	12	26
8 Mujahid Ali Shah	Yes	10	7	17

After considering all applications, the jury convened to interview candidates 1, 2 and 3 because these candidates have PhDs and expertise in areas particularly relevant to the research of the Functional Ecology lab.

- Candidate 1: their expertise and previous work are a perfect fit to the research activities of the Functional Ecology lab (experimental evolution of phytoplankton), and the cover letter provides strong and convincing arguments for how the candidate would contribute to the research of the lab as well as bring complementary skills in molecular biology developed during a first postdoc position.
- Candidate 2: their research experience is relevant to that of the Functional Ecology lab (biogeochemical fluxes) but the fit is not as strong as that of candidate 1. In addition, candidate 2 would require more training in laboratory techniques and phytoplankton culturing because of their previous research was field-based.
- Candidate 3: their research experience is more tangential to that of the Functional Ecology lab (ecophysiology of corals and symbiotic algae), and while the candidate could bring expertise in modelling physiological parameters, the lab and research project do not hinge strongly on this aspect.

The interviews occurred via Zoom from 1<sup>st</sup> to 7<sup>th</sup> February 2023.

Following the interviews, the jury decided by unanimity to recommend the hiring of candidate number 1 based on their a) clear interest in studying ecological and evolutionary dynamics using marine phytoplankton as a model system, b) experience in phytoplankton experimental evolution, c) genomic and bioinformatic skills that nicely complement the expertise already present in the lab, d) very strong reference letters.

The candidates were classified in the following way:

Name	Evaluation (50%)	Interview and reference letters (50%)	Total
1 Charlotte Briddon	50	48	98
2 Karla Münzner	47	40	87
3 Luis Alejandro Gonzalez Guerrero	40	40	80

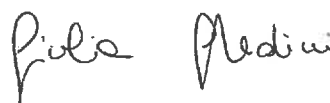
All the candidates were informed of the deliberations of the Jury on 19<sup>th</sup> February 2023. If there are no complaints during the 10 working days following the publication of this minute, the decisions herein communicated will be considered as effective.

The selected candidate accepted the position on 19<sup>th</sup> February 2023.

There being no further matters to discuss, the meeting for which these minutes were drawn up was closed and signed by all the members of the Jury.

Oeiras, 20/02/2023

Chair of the Jury, Giulia Ghedini



Jury member 1, Karina Xavier

Jury member 2, Waldan Kwong

