

MINUTES OF JURY SELECTION

Call for Technician in the Project "PTDC/MED-IMU/3649/2021"

On the 3rd of April 2023, at 10:30p.m. the Jury Selection Committee formed by Doctor Vera Martins, Doctor Isabel Gordo and Doctor Claudia Campos, met to assess the applications to the technician position, integrated in the project ref. PTDC/MED-IMU/3649/2021, funded by *Fundação para a Ciência e Tecnologia*.

The call was open from March 20th 2023 to March 31st 2023 and the jury analyzed the documents submitted to this call, which has received 10 candidates to the tender, as follows (by alphabetical order):

Name	Complete Application (Y/N)	Eligibility (Y/N)
Beatriz Cruz	Y	Y
Brendan Tibbs	Y	Y
Filipa Sousa	Y	Y
Inês Fonseca	Y	Y
Inês Sá Borges	Y	Y
Mahmoud Ahmad Mohamed ELSaied	Y	Y
Manuel Silva	Y	Y
Margarida Gato	Y	Y
Manon Picquenot	Y	Y
SaraTrindadeCorreia	Y	Y

The jury considered that an interview was not necessary, because the profile of the two top candidates was considered of an excellent level for this position both at theoretical and technical levels. Evaluation was unanimous among jury members and was as follows (ordered by classification):

Name	CV 35%	Comments	Motivation Letter 30%	Comments	Final classification Normalized: (CV+MLetter)/65%
Brendan Tibbs	90	Excelent. MSc in Immunology by Univ Glasgow, Strong background in immunology, experienced w PCR, Q-PCR, FACS, western, immune cell culture, mouse dissection and cell preparation.	95	Very mature, driven, motivated and targeting the lab specifically. Shows that he knows important concepts of ethics concerning mouse experimentation. VERY IMPORTANT: is motivated to be a researcher and contribute to the research, ie go beyond the technical contribution.	92,3
Sara Trindade Correia	95	Excelent. MSC in Mol. Biology and Genetics FCUL. Experienced in FACS, molecular biology, cell culture, primary cultures. Dissection and processing of mouse organs, human peripheral blood and tumours.	85	Motivated and mature. Technical/lab manager oriented. Does not clarify why she is interested in the lab.	90,4

Manon Picquenot	70	French Engenieer in biology. Experience in Neurosciences, ie theoretical background unrelated. Some experience using mice. Microscopy. NO FACS	70	Good letter. Her fit is purely from (a partial) technical fit, not showing much of a drive towards the intelectual/theoretical aspects of the project.	70,0
Manuel Silva	65	Limited experience, has done his MSc in 2022 in Ana Espada de Sousa's lab	65	Read our publications but didn't quite understand them. Ok for his careeer stage.	65,0
Beatriz Cruz	60	MSc Forensic Science, Data Scientist at UK Health Security Agency. No experience w mice, or FACS. Theoretical background unrelated	70	Good letter although she doesn't clarify her motivation to apply for this position or the lab/IGC in particular.	64,6
Inês Fonseca	60	No experience w mice, or FACS. Theoretical background unrelated	65	Nice letter to her career stage but still broad in interest.	62,3
Mahmoud Ahmad Mohamed ELSaied	70	Experienced in a clinical setting (medical lab scientis, medical lab specialist), i.e..theoretical background unrelated. No experience FACS.	50	Applying to a PhD position rather than the advertised position	60,8
Margarida Gato	60	No experience w mice, or FACS. Theoretical background unrelated	60	Broad. Reveals that she is still at a very early career stage and hasn't decided what she will do concerning he career.	60,0
Filipa Sousa	60	No experience w mice, or FACS. Theoretical background unrelated	50	Broad and unspecific.	55,4
Inês Sá Borges	60	written in Portuguese, several tec positions in unrelated areas. Brief experience w mice, no FACS. Theoretical background unrelated	50	Broad and unspecific.	55,4



The unanimous decision of the jury was to select Brendan Tibbs. In case the candidate declines the position, the second candidate will be selected upon interview.

The candidates were informed of the deliberations of the Jury by email. If there are no complaints in the following 10 working days, the decisions of this minutes will be considered final.

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

Oeiras, April 3rd 2023

Chairman of the jury, Doctor Vera Martins

Jury member 1, Doctor Claudia Campos

Jury member 2, Doctor Isabel Gordo

