MINUTES OF JURY SELECTION

Call for Data Scientist Contract
Project AI4LIFE - GAP-101057970

On 19 of May 2023, at 9:00, the selection jury formed by Prof Ricardo Henriques, Dr Estibaliz Gomez de Mariscal and Bruno Saraiva, met to analyse the applications to a contract, in the scope of the project AI4LIFE - GAP-101057970, funded by H2020 Horizonte Europa.

The call was open from 14 of April 2023 until 28 of May 2023. The jury analysed the documents submitted in the applications. The call received 3 applications that were classified with the following way:

Jury 1 – Ricardo Henriques	CV e previous experience (35%)	Motivation letter (30%)	Total (65%, excl. entreview)
1 Mariana Ferreira	30	25	55
2 Leonardo Martins	10	5	15
3 Syed Shah	5	0	5

Comments – The candidate Mariana Ferreira has an appropriate CV according to the description of the notice, namely: a Master's degree in Biology; proven experience in computer vision, machine learning, and computational analysis of bioimages; programming skills in languages such as Python; familiarity with software engineering tools and methods; proficiency in established analysis software (Fiji, ZeroCostDL4Mic); experience in providing workshops and courses on topics related to computational analysis of bioimages, demonstrating excellent communication skills and the ability to adapt to diverse audiences; practical experience in bioimaging with advanced methods such as confocal microscopy. Candidate Leonardo Martins reveals considerable academic experience but in fields relatively peripheral to those described in the call and did not provide letters of recommendation during the application. Candidate Syed Shah, despite a resume in computational sciences, does not reveal experience or motivation related to the parameters described in the call.

Jury 2 – Estibaliz Gómez de Mariscal	CV e previous experience (35%)	Motivation letter (30%)	Total (65%, excl. entreview)
1 Mariana Ferreira	25	20	45
2 Leonardo Martins	15	5	20
3 Syed Shah	5	0	5

Comments – Candidate 1, Mariana Ferreira has expertise in the different fields addressed in the described position: Python programming oriented to machine learning and bioimage analysis; microscopy image processing and imaging set up; advanced use of bioimage analysis tools, both commercial and open-source ones; and a strong background in biology. She is also familiarised and has years of experience on developing solutions for the users of the imaging facilities (i.e., non-expert life scientists) based on a wide range of available user-friendly software (e.g., ImageJ, Imaris, ZeroCostDL4Mic), which are directly related to the project AI4Life. She has proven experience using deep learning-based image processing and high-performing working stations. Complementary to the specific requirements, her CV is enriched with an extensive experience in teaching image processing to non-expert users, a key point of the project in which this job is framed. Candidate 2, Leonardo Martins, has a strong academical background on computational sciences and machine learning, however he lacks proven expertise in microscopy imaging, existing user-friendly software such as ZeroCostDL4Mic, deepImageJ or ilastik, which are key for the AI4Life project. Also, his candidature was not supported by any letter of recommendation. Candidate 3, Syed Shah, has no experience in biomedical image data analysis and did not provide any letter of recommendation.

Jury 3 – Bruno Saraiva	CV e previous experience (35%)	Motivation letter (30%)	Total (65%, excl. entreview)
1 Mariana Ferreira	40	20	60
2 Leonardo Martins	15	15	30
3 Syed Shah	10	0	10

Comments – Candidate Mariana Ferreira has demonstrated the appropriate experience and knowledge for the position in the competition: the candidate has academic training in a relevant area, a Master's degree in Biology; has extensive experience in performing microscopy image analysis tasks, mainly using relevant tools for the position (ImageJ, DeepImageJ, ilastik, ZeroCostDL4Mic, among others); the candidate also reveals knowledge of programming in Python; also has extensive experience in organizing courses and events related to the theme of the position. Candidate Leonardo Martins demonstrates some interest in the position in the competition in his motivation letter and reveals knowledge of some of the themes mentioned in the notice, however, not applied to the intended research area; the candidate also did not provide letters of recommendation. Candidate Syed Shah did not provide a motivation or recommendation letter and despite having training and experience in computational sciences, does not reveal interest or previous contact with the intended research area.

After considering the applications, the jury called candidates 1 for an interview, since 2 and 3 did not present a suitable application for the project. The interviews took place in person on May 22, 2023, starting at 10 am, and were evaluated as follows:
- Candidate 1: suitable application for the project, called for an interview.
- Candidate 2: unsuitable application for the project, not called for an interview.
- Candidate 3: unsuitable application for the project, not called for an interview.

Interview ranking:

Jury 1 – Ricardo Henriques	Application total score (65%)	Interview (35%)	Final score (100%)
1 Mariana Ferreira	55	35	90

Comments – Candidate Mariana Ferreira, called for an interview, answered satisfactorily to the questions asked, confirming the experience and motivation previously mentioned in the application.

Jury 2 – Estibaliz Gómez de Mariscal	Application total score (65%)	Interview (35%)	Final score (100%)
1 Mariana Ferreira	45	35	80

Comments – Candidate Mariana Ferreira, called for an interview, answered satisfactorily to the questions asked, confirming the experience and motivation previously mentioned in the application.

Jury 3 – Bruno Saraiva	Application total score (65%)	Interview (35%)	Final score (100%)
1 Mariana Ferreira	60	35	95

Comments – Candidate Mariana Ferreira, called for an interview, answered satisfactorily to the questions asked, confirming the experience and motivation previously mentioned in the application.

After the interview, the jury unanimously deliberated to recommend the hiring of candidate 1 based on her experience and motivation, reflecting the appropriate parameters for the position, namely: a Master's degree in Biology; proven experience in computer vision, machine learning, and computational analysis of bioimages; programming skills in languages such as Python; familiarity with software engineering tools and methods; proficiency in established analysis software (Fiji, ZeroCostDL4Mic); experience in conducting workshops and courses on topics related to computational analysis of bioimages, demonstrating excellent communication skills and the ability to adapt to diverse audiences; practical experience in bioimaging with advanced methods such as confocal microscopy. Candidate Leonardo Martins, although having considerable academic experience, specializes in fields relatively peripheral to those described in the call for applications and did not provide recommendation letters during the application process. Candidate Syed Shah, despite having a background in computational sciences, does not demonstrate experience or motivation related to the parameters described in the call for applications.

Summary of jury's scores

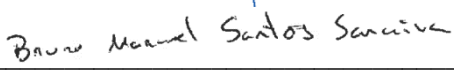|	Final score
Ricardo Henriques	90%
Estibaliz Gómez de Mariscal	80%
Bruno Saraiva	95%

All the candidates were informed of the deliberations of the Jury on 25 of May 2023. If there are no complaints during the 10 working days following the communication of these results, the decision will be considered as effective.

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, 25 of May 2023

Chair of the Jury (Name)_____(signature)

Jury member 1
(Estibaliz Gómez de Mariscal) _____(signature)

Jury member 2
(Bruno Saraiva)_____(signature)