

MINUTE OF JURY SELECTION

Call for postdoctoral fellowship in the GME lab

The jury selection formed by the Dr. Marco Fumasoni, Dr. Isabel Gordo and Dr. Elias Barriga, met to analyze the applications to a postdoctoral fellowship in the Genome Maintenance and Evolution lab at the Instituto Gulbenkian de Ciencia.

The call was open since the 25/11/2022 until the 12/12/2022 and was widely advertised through the IGC website (<https://gulbenkian.pt/ciencia/homepage/igc/jobs/>) and emails. The jury analysed the documents included in the applications that are as annex of this minutes.

The call received to the tender 2 candidates that were initially classified as follows:

N	Name	Eligible	CV (33%)	Motivation (33%)	Fit (34%)	Total
1	Ana Garona	yes	9	9	9	27
2	Mariem Ennouri	yes	5	2	4	11

The two applicants were evaluated based on their CV and previous experience (33%), Motivation letter (33%), and fit to the laboratory research directions (34%). Below the motivation for each score attributed:

Ana Garona

CV: Dr. Garona has an outstanding CV with long-term experiences in top international institutions in Spain (GRC) and Germany (Max Plank and the University of Kiel). She has published as a first author an influential paper in a highly respected journal (MBE) and a review that frames her research in a larger evolutionary context.

Motivation: In her motivation letter Dr. Garona provides strong and convincing arguments to support her application. In particular, she refers several times to how the maintenance of genetic material is important for evolutionary processes.

Fit: Dr. Garona has previous experience with the model organism *S. cerevisiae*, as well as with many experimental techniques required for the project (e.g. fitness assays). Furthermore, her PhD thesis touches on many theoretical aspects relevant for the work in the GME lab.

Mariem Ennouri

CV: Dr. Ennouri has a discrete CV, with international experience in France and Germany. Unfortunately, she doesn't seem to have produced any peer-reviewed publications during her studies (or at least, they were not listed in the application).

Motivation: In her motivation letter, Dr. Ennouri failed to refer to the reasons behind her application to the GME laboratory.

Fit: Dr. Ennouri is specialized in the genetics of skin diseases, which is a distant field from the evolutionary and mechanistic studies done in the GME lab. Furthermore, her practical experience with higher eukaryotes won't be an asset in a microbial genetics' laboratory.

Based on the applications' evaluation, the jury decided there is no need for further interviews and, by unanimity, recommended the hiring of candidate number 1, with the following motivation:

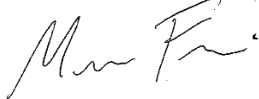
*“The candidate represents the perfect fit for the position as she is interested in the evolutionary dynamics acting on chromosomes and extra-chromosomal elements. She has previous experience with the model organism (*S. cerevisiae*), and the molecular and genomics tools required for the study of its experimental evolution. Ana Garona has international experience in top European institutions and has published solid papers and reviews as a first author. Finally, the candidate has manifested a strong motivation to join the GME laboratory and the IGC community.”*

All the candidates were informed of the deliberations of the Jury on 13/12/2022. If there are no complaints during the following 10 working days after the notification, the decisions of this minute will be considered as effective.

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, 13/12/2022

Chairman of the jury Marco Fumasoni



Jury member 1 Isabel Gordo



Jury member 2 Elias H Barriga

