

MINUTE OF JURY SELECTION

Call for a Research Fellowship in the Functional Ecology Lab

The jury selection formed by Dr. Giulia Ghedini, Dr. Charlotte Briddon and Dr Ilana Gabanyi, responsible for analysing the applications to a research fellowship for a master holder in the Functional Ecology lab, at the Instituto Gulbenkian de Ciencia, funded by the Calouste Gulbenkian Foundation met on the 5th of September 2023, at 11:00 am.

The call was open from 18th of August 2023 until 1st of September 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 10 applications that were classified with the following way:

Name	Full application	CV and previous experience (35%)	Motivation letter (15%)	Evaluation (50%)
1 Ricardo Estevens	Yes	33	14	47
2 Ana Beatriz Fernandes	Yes	32	13	45
3 Inês Martins	Yes	32	12	44
4 Pedro Lima	Yes	30	11	41
5 Mario Torralba	Yes	28	10	38
6 Taciana da Costa Queiroz	Yes	27	9	36
7 Flavia Giglianna Freitas Lima	Yes	25	7	32
8 Carolina Pereira	Yes	24	7	31
9 Inês Ferreira	Yes	24	7	31
10 Diogo Raposa	Yes	20	6	26

After considering all applications, the jury convened to interview candidates 1,2 and 3. All candidates sent in a full application and had completed a master's qualifications in a related field. However, candidates 1,2 and 3 demonstrated more relevant laboratory skills and experience in the field of marine biology, marine ecology or microbiology. These skills are a perfect fit to the research activities of the Functional Ecology lab. Furthermore, their motivational letters demonstrated their enthusiasm and motivation for the project.

The interviews occurred via Zoom on 7th of September 2023, from 10:00 to 12:00. Following the interviews, the jury decided by unanimity to recommend the hiring of candidate number 1 (Ricardo Estevens) based on 1) their previous laboratory experience in the field of marine biology and microbiology, 2) clear interest in studying ecological and evolutionary dynamics of marine phytoplankton, 3) their motivation and keenness to continue to learn and develop their laboratory and data analysis skills and 4) their strong reference letters.

The candidates were classified in the following way:

Name	Evaluation (50%)	Interview (50%)	Total
1 Ricardo Estevens	47	48	95
2 Ana Beatriz Fernandes	45	46	91
3 Inês Martins	44	40	84

All the candidates not selected for interview were informed on 7th of September 2023. The candidates who were interviewed were informed of the deliberations of the Jury on 8th of September 2023.

The selected candidate accepted the position on 8th September 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.

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, 8th of September 2023

Chair of the Jury (Dr Giulia Ghedini)



Jury member 1 (Dr Charlotte Briddon)



Jury member 2 (Dr Ilana Gabanyi)

