

Minute 3

I - Introduction

On the 18th day of November of two thousand and twenty-four, at 10:30 hours the jury nominated by the CCMAR board of Directors on 17/09/2024, met by video conference, for the third meeting of the call Ref. CCMAR/BPD/08/2024. The meeting was for the hiring of a Postdoctoral Fellowship for a person with a Doctoral Degree (Bolsa de Pós - Doutoramento), for applicants of any nationality, including stateless candidates, and holders of political refugee statute, in the scientific field of **Biology** and **Bioimaging** within the research project reference - JDA ID 3193 - named as **EMBRC-JDA Atlas: "3D Multimodal Atlas: Sea Life from Micro to Macro"**, funded by EMBRC – European Marine Biological Resource Centre , through Joint Development Activity. The jury present at the meeting was composed by Doctor Teresa Correia, Group Leader and Researcher at CCMAR (President of jury), Professor Deborah Power, Professor at UALG's, Group Leader and Researcher at CCMAR (Member) and Professor João Cardoso, Professor at UALG's and Researcher at CCMAR (Member) and had the following agenda items: evaluation of the admitted applications to call CCMAR/BPD/08/2024.

II - Statement of no conflict of interests

We, the members of this jury, fully understand the confidential nature of the assessment process and agree not to disclose or discuss its materials, nowhere, with no one, knowing the consequences of a misconduct. We further declare that we have no direct or indirect financial, economic or personal interest that could compromise our impartiality and autonomy as members of this Jury. Thus, we declare under word of honor that we will not evaluate candidates with whom we have a conflict of interest, for what we will require our immediate replacement.

III – Assessment of applications

The jury had the need to contact candidates Nurgul Imangali and Samantha Webster to clarify some curricular aspects of the candidate's application.

The interview took place on 18th of November.

The jury assed the applications in accordance with the following criteria and weights:

1. Proven hands-on experience in sample preparation for fluorescence microscopy, including tissue clearing and immunofluorescence labelling (40%)
2. Proven working experience in advanced fluorescence microscopy (30%)
3. Demonstrated experience with image processing and analysis software (20%)

4. Academic path and merit, including published peer-review papers and conference proceedings, presentations at international conferences and participation in outreach activities (10%)

Table 1. Table with the evaluation of applications. Values = grading (0 – 20 scale) X weight (0.4, 0.3, 0.2 or 0.1).

Candidate	Criterion 1 (0.4)	Criterion 2 (0.3)	Criterion 3 (0.2)	Criterion 4 (0.1)	Final Classification (0 – 20 scale)
Nurgul Imangali	14.7	16.0	15.3	17.3	15.5
Shahwar Yasir	7.5	5.6	5.7	0.0	5.8
Tithi Dutta	0.0	0.0	0.0	14.0	1.4
Maheesha Pandey	2.5	6.7	2.3	14.7	4.9
Somenath Banerjee	0.0	2.0	0.0	14.0	2.0
Abdelmalik Zemieche	1.7	7.8	3.3	15.3	5.2
Amalesh Kumar	6.7	19.1	17.7	17.3	13.7
Sehrish Jabeen	1.0	1.0	0.0	18.0	2.5
Senthil Ram Prabhu	5.0	9.1	11.0	12.0	8.1
Marlene Pacheco Trindade	13.5	14.4	16.0	18.7	14.8
Samantha Webster	15.0	20.0	20.0	17.3	17.7

Note: The final grades in table 1 represent the average of the individual evaluation performed by each member of the jury, presented on a scale from **0** to **20**, rounded to the nearest tenth.

Table 2 presents the overall classification and ranking.

Table 2. Presents the overall classification and ranking.

Candidate	Final Classification	Ranking
Samantha Webster	17.7	1st
Nurgul Imangali	15.5	2nd
Marlene Pacheco Trindade	14.8	3rd
Amalesh Kumar	13.7	4th
Senthil Ram Prabhu	8.1	5th
Shahwar Yasir	5.8	6th

Abdelmalik Zemieche	5.2	7th
Maheesha Pandey	4.9	8th
Sehrish Jabeen	2.5	9th
Somenath Banerjee	2.0	10th
Tithi Dutta	1.4	11th

IV - Conclusion

11 candidates were admitted to the evaluation and ranking phase. The Jury decided to interview candidate Nurgul Imangali and Samantha Webster to clarify some curricular aspects. The interview aimed to evaluate in more detail the curricular items used to grade the candidates.

Candidate **Samantha Webster** was ranked first, obtained a final classification of 17.7 values (Table 2) and meet the conditions for the purposes of eventual selection so the jury proposes the ratification of this decision to the CCMAR Board.

The Jury will proceed to the right of prior hearing, setting a deadline of 10 working days to claim and gives candidate the right of recourse of the announced decision, whether in relation to scientific or procedural matters. With no other item on the agenda, the meeting of which these minutes were drawn up was closed, with 3 pages, which after being read and approved were signed by the members of the jury.

Teresa Correia

Doctor Teresa Correia

(President)

Deborah Power

Professor Deborah Power

(Member)

Assinado por: **João Carlos dos Reis Cardoso**
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(Member)