

Minute 3

On the twenty first day of June two thousand and twenty-two, at 11h30, the jury nominated by the CCMAR board of Directors on 10-03-2022, met by videoconference, for the meeting 2 of the call Ref. CCMAR/MSR/19/2021. The meeting was held for the award of a vacancy for a Microscopy Service Scientist - Investigador/a Auxiliar do Serviço de Microscopia (M/F) under an uncertain term working contract for temporary needs and connected activities under project ALG-05-3559-FSE-000020 - Contratação de Recursos Humanos Altamente Qualificados (PME ou CoLAB) funded by European Social Fund (FSE) of the European Union, through CRESC ALGARVE 2020 do Portugal 2020. The nominated jury is composed of the President of CCMAR Professor Adelino Canário (President of the jury), Professor Deborah Power, group leader, Doctor Teresa Correia, Researcher and Marie Curie Fellow, Doctor Davide Accardi, Group head at the Champalimaud Foundation. The agenda was admission and evaluation of applications.

II - Candidates

10 applications were received for the position of Microscopy Service Scientist.

Mehri Mortazavi
Manoela Costa Brandão
Pericles Lopes Santana
Teresa Cristina Dos Santos Leal
Carina Isabel Ferreira Mónico
Fátima Monteiro
Rute Castelo Félix
Nicolas Garcia Seyda
Joseane Lima Prado Godinho Pavão
Ana Cláudia Martins Cavaco

III – Evaluation of applications

All 10 candidates were admitted to the evaluation and ranking. The jury then applied the evaluation criteria and weighting factors set out in the vacancy announcement:

- a) Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).
- b) Higher education teaching and supervision, from bachelors to doctoral students (15%).
- c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).
- d) Scientific communication and dissemination (5%)

Annex 1 contains the scores given by each member of the jury and the following table contains the average scores for each criterion and candidate.

Candidate	Criteria a)	Criteria b)	Criteria c)	Criteria d)
Mehri Mortazavi	13.0	0	6.3	0
Manoela Costa Brandão	26.3	7.5	0	1.5
Pericles Lopes Santana	15.3	9.8	0	1
Teresa Cristina Dos Santos Leal	11.0	8.5	0	2.3

Carina Isabel Ferreira Mónico	59.5	14	20	4.3
Fátima Monteiro	29	0.75	0	3.5
Rute Castelo Félix	46.3	11	15.5	4.5
Nicolas Garcia Seyda	45	6.3	0	3.6
Joseane Lima Prado Godinho Pavão	29.8	8.3	0	2.8
Ana Cláudia Martins Cavaco	44.5	8.5	0	3.3

After assigning scores to all candidates, the jury proceed to the vote of the candidate to be placed in the first place, followed by the second place and so on. The vote for each position is summarized in the following table, which corresponds to the final rank.

Position	name	Adelino Canário	Deborah Power	Teresa Correia	Davide Accardi
1	Carina Isabel Ferreira Mónico	Yes	Yes	YES	Yes
2	Rute Castelo Félix	Yes	Yes	YES	Yes
3	Ana Cláudia Martins Cavaco	Yes	No	YES	Yes
4	Nicolas Garcia Seyda	Yes	Yes	YES	Yes
5	Joseane Lima Prado Godinho Pavão	No	Yes	YES	Yes
6	Fátima Monteiro	Yes	No	YES	Yes
7	Manoela Costa Brandão	Yes	Yes	YES	Yes
8	Pericles Lopes Santana	Yes	Yes	YES	No
9	Teresa Cristina Dos Santos Leal	Yes	Yes	No	Yes
10	Mehri Mortazavi	Yes	Yes	YES	Yes

As a result the candidate ranked in the first place Carina Isabel Ferreira Mónico. The jury considered that according to elements presented, the candidate Carina Isabel Ferreira Mónico meets the conditions for the purpose of eventual selection. The jury will proceed to the right of prior hearing of the candidates, setting a deadline of 10 working days for them to claim what they consider to be convenient, whether in relation to scientific or procedural matters.

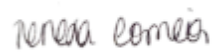
With no other item in the agenda, the meeting of which minutes were drawn was closed, with 03 pages, and annexes, which after being read and approved were signed by the members of the jury.



Professor Adelino Canário (President)



Professor Deborah Power (member)



Doctor Teresa Correia (member)



Doctor Davide Accardi (member)

ANNEX

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Call for a Microscopy Service Scientist - Investigador/a Auxiliar do Serviço de Microscopia (M/F) under an uncertain term working contract for applicants of any nationality, including stateless candidates for temporary needs and connected activities under project ALG-05-3559-FSE-000020 - Contratação de Recursos Humanos Altamente Qualificados (PME ou CoLAB) funded by European Social Fund (FSE) of the European Union, through CRESC ALGARVE 2020 do Portugal 2020.

Curricular Evaluation

Candidate: Mehri Mortazavi

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The background of the candidate is on protein expression with little experience on imaging	13
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned.	0
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate works in a non-specified IP office (no details provided).	5
d) Scientific communication and dissemination (5%)	Not mentioned.	0
Sum of scores score		18

Candidate: Manoela Costa Brandão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding	The candidate has been working on marine zooplankton projects and experience is limited to standard optical microscopy experience. The candidate has a good publication record and mentions experience in grant writing (not specified).	25

obtained, publication and communication of research results, technological development, international collaboration (60%).		
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some teaching activities and student supervision.	8
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	Conference participation and no outreach	2
Sum of scores score		35

Candidate: Pericles Lopes Santana

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	Research activities related to nanotechnologies. The candidate mentions some experience in electron microscopy, but no details are provided.	20
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidates has taught a variety of different subjects but not imaging/microscopy	6
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	The candidate mentions participation in conferences but does not provide details.	1
Sum of scores score		27

Candidate: TERESA CRISTINA DOS SANTOS LEAL

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate does not have relevant experience or skills necessary for this position.	12
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Teaching experience at undergraduate and postgraduate levels but not related to the call.	6
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	A few conference abstracts not related to imaging	1
Sum of scores score		19

Candidate: Carina Isabel Ferreira Mónico

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	Outstanding candidate with a strong background in microscopy, development of optical imaging systems and imaging analysis. The candidate works as an assistant microscopy facility manager, and thus, is already very familiar with facility management, training and teaching users, and providing support to research projects in an international and multidisciplinary environment.	60
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has taught several microscopy courses that are highly relevant for this position. The candidate regularly trains and supervises facility users on multiple imaging systems.	14
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of	The candidate has helped set up the microscopy services at Micron advanced bioimaging facility in Oxford.	20

interaction with companies and public services (20%).		
d) Scientific communication and dissemination (5%)	The candidate regularly participates in European microscopy meetings.	3
Sum of scores score		97

Candidate: Fátima Monteiro

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is currently finishing a PhD in biomedicine with a focus on oncogenesis. The candidate mentioned experience in microscopy and image analysis but does not provide any details. The candidate has a good publication record in cancer research and will very likely be a great researcher in this area.	30
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned	0
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0
d) Scientific communication and dissemination (5%)	Made presentations in some conferences	2
Sum of scores score		32

Candidate: Rute Castelo Félix

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	Background in molecular and cell biology, sample preparation for fluorescence microscopy and image analysis. Experience with fluorescence and lightsheet microscopy from the user point of view.	45

b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has teaching experience (topics such as immunology and molecular biology) and has supervised MSc and undergraduate students.	10
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Two patent applications and industry secondments.	15
d) Scientific communication and dissemination (5%)	Conference participation and regular participation in outreach activities	5
Sum of scores score		75

Candidate: Nicolas Garcia Seyda

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has a very strong and diverse background in, biophysics, molecular biology, microscopy and image analysis that is highly relevant for this position. Publications include development of custom-made image processing and analysis software. However, the candidate is only interested in microscopy as a part time activity.	45
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some teaching experience in Physics.	6
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0
d) Scientific communication and dissemination (5%)	The has participated in a few international conferences and outreach activities.	4
Sum of scores score		55

Candidate: Joseane Lima Prado Godinho Pavão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has used “conventional and advanced optical microscopy” and has experience in sample preparation and analysis but does not provide details.	25
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has taught undergraduate students	6
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	The candidate has participated in several national conferences.	2
Sum of scores score		33

Candidate: Ana Cláudia Martins Cavaco

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is a very good researcher with international experience. The candidate has been working in cancer research and has experience in different microscopy modalities as a user. The candidate has limited optics and image analysis knowledge.	45
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has some teaching and supervision experience.	8
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of	Not mentioned	0

interaction with companies and public services (20%).		
d) Scientific communication and dissemination (5%)	The candidate has participated in several international conferences	3
Sum of scores score		56

O Presidente,



(Adelino Vicente Mendonça Canário)

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Curricular Evaluation

Candidate: Mehri Mortazavi

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The background of the candidate is in cell culture and is interested in continuing this line of research. The candidate does demonstrate strong experience in microscopy. Thus, the motivation and profile of the candidate are not a good fit for this position.	20
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not clearly identified for any level.	0
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate works in a non-specified IP office (no details provided). It is not clearly identified their role in knowledge and technology transfer, including services, and contract research.	5
d) Scientific communication and dissemination (5%)	Not mentioned.	0
Sum of scores score		25

Candidate: Manoela Costa Brandão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results,	The candidate has an interesting CV they have been working on marine zooplankton projects and have some microscopy experience in this context. Formal training and capacity in microscopy is unclear. The candidate has a good publication record and mentions experience in grant writing but the	40

technological development, international collaboration (60%).	extent and success is unclear as it is not clearly defined.	
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some teaching experience is reported (not related to imaging or microscopy) and the candidate has MSc student supervision experience.	10
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	The candidate has participated in marine zooplankton international conferences, but other dissemination activities and incidence are not clearly identified.	2
Sum of scores score		52

Candidate: Pericles Lopes Santana

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate's work experience or research conducted in recent years is not very clear. The candidate mentions some experience in electron microscopy, but the extent and level of proficiency are not provided. Involvement and skill in other types of microscopy are not stated.	25
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has higher education experience and have taught a variety of different subjects at undergraduate and postgraduate level (thermodynamics, calculus, Physics, etc). Supervision of undergraduate and graduate projects is mentioned but not referred to in detail. Teaching and lab-based training in microscopy is not identified.	13
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	The candidate mentions participation in conferences but does not provide details.	1

	Involvement in outreach activities is not mentioned.	
Sum of scores score		39

Candidate: TERESA CRISTINA DOS SANTOS LEAL

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate does not have relevant experience or skills necessary for this position. The candidate mentions experience in obtaining research funding and co-organisation of two international meetings.	12
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Assistant professor. Teaching experience at undergraduate and postgraduate levels. Teaching activity in schools.	12
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	A few conference abstracts are reported. Outreach and dissemination activities in the context of administration are mentioned.	4
Sum of scores score		28

Candidate: Carina Isabel Ferreira Mónico

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	Outstanding candidate with a strong background in microscopy, development of optical imaging systems and imaging analysis acquired during long years of international experiences at renowned institute. The candidate works as an assistant microscopy facility manager, and thus, is already very familiar with facility management, training, and teaching users, and providing support to research projects in an international and multidisciplinary environment.	60

	The candidate has already a well-defined plan on how to set up and maintain a cutting-edge microscopy facility at CCMAR.	
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has taught several microscopy courses that are highly relevant for this position. The candidate regularly trains and supervises facility users on multiple imaging systems. Advanced training in microscopy is offered to all educational levels. Teaching in another context (eg. University courses is unclear).	12
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate has helped set up the microscopy services at Micron advanced bioimaging facility in Oxford.	20
d) Scientific communication and dissemination (5%)	The candidate regularly participates in European microscopy meetings.	4
Sum of scores score		96

Candidate: Fátima Monteiro

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is currently finishing a PhD in biomedicine with a focus on oncogenesis. The candidate mentioned experience in microscopy and image analysis but does not provide any details. The candidate has a good publication record in cancer research and will very likely be a great researcher in this area.	36
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned	0
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0
d) Scientific communication and dissemination (5%)	The candidate has been very active during their PhD, with 3 publications as 1 st authors	4

	and has presented their PhD work at national and international conferences. Outreach activity is not mentioned.	
Sum of scores score		40

Candidate: Rute Castelo Félix

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is an excellent researcher with a very good track record in molecular and cell biology, sample preparation for fluorescence microscopy, image analysis and grant writing. The candidate has moderate experience with fluorescence and lightsheet microscopy from the user point of view. The candidate is familiar with the samples and research conducted at CCMAR. The candidate has a somewhat well-defined plan on how to setup the microscopy facility at CCMAR.	50
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has teaching experience (topics such as immunology and molecular biology) and has supervised several MSc and undergraduate thesis students.	12
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Two patent applications and industry secondments.	15
d) Scientific communication and dissemination (5%)	Very active in science communication and outreach.	5
Sum of scores score		82

Candidate: Nicolas Garcia Seyda

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has a very strong and diverse background in, biophysics, molecular biology, microscopy and image analysis that is highly relevant for this position. The candidate also stands out due to the development of custom-made image processing and analysis software. However, the candidate has recently finished a PhD and is interested in exploring other lines of research/work other than microscopy so motivation is low for the position.	55

b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some experience as a teaching assistant in Physics.	7
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0
d) Scientific communication and dissemination (5%)	The has participated in a few international conferences and outreach activities.	4
Sum of scores score		66

Candidate: Joseane Lima Prado Godinho Pavão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has been doing research in drug development, cell biology, molecular biology and parasitology. The candidate has used “conventional and advanced optical microscopy” and has experience in sample preparation and analysis but does not provide details.	44
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has supervised three undergraduate students and been teaching molecular biology, cell biology, parasitology and biochemistry to undergraduate students.	10
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0
d) Scientific communication and dissemination (5%)	The candidate has participated in several national conferences.	3
Sum of scores score		57

Candidate: Ana Cláudia Martins Cavaco

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is a very good researcher with international experience. The candidate has been working in cancer research and has experience in different microscopy modalities, but from a user point of view. The candidate has limited optics and image analysis knowledge. The candidate seems willing to learn and could be a good microscopy technician, but not a facility manager.	50
	The candidate has some teaching and supervision experience.	8

b) Higher education teaching and supervision, from bachelors to doctoral students (15%).		
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0
d) Scientific communication and dissemination (5%)	The candidate has participated in several international conferences.	4
Sum of scores score		62

Vogal



(Deborah M Power)

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Curricular Evaluation

Candidate: Mehri Mortazavi

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The background of the candidate is in cell culture and the candidate is interested in continuing this line of research. The candidate does not have any experience in microscopy. Thus, the motivation and profile of the candidate are not a good fit for this position.	14%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned.	0%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate works in a non-specified IP office (no details provided).	10%
d) Scientific communication and dissemination (5%)	Not mentioned.	0%
Sum of scores score		24%

Candidate: Manoela Costa Brandão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding	The candidate has been working on marine zooplankton projects and has limited microscopy experience. The candidate has a good publication record, but not related to microscopy, and mentions experience in grant writing (not specified).	25%

obtained, publication and communication of research results, technological development, international collaboration (60%).		
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some teaching (not related to imaging or microscopy) and MSc student supervision experience.	7%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	The candidate has participated in marine zooplankton international conferences.	1%
Sum of scores score		33%

Candidate: Pericles Lopes Santana

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate's work experience or research conducted in recent years is not very clear. The candidate mentions some experience in electron microscopy, but no details are provided.	14%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidates has taught a variety of different subjects (thermodynamics, calculus, Physics, etc).	10%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	The candidate mentions participation in conferences but does not provide details.	1%
Sum of scores score		25%

Candidate: TERESA CRISTINA DOS SANTOS LEAL

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate does not have relevant experience or skills required for this position. The candidate mentions experience in obtaining research funding and co-organisation of two international meetings.	10%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Assistant professor. Teaching experience at undergraduate and postgraduate levels, but not related to microscopy or imaging.	8%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	A few conference abstracts, but not related to microscopy.	2%
Sum of scores score		20%

Candidate: Carina Isabel Ferreira Mónico

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	Outstanding candidate with a strong background in microscopy, development of optical imaging systems and use of software for image processing and analysis, acquired during long years of international experience at renowned institutes. The candidate works as an assistant microscopy facility manager, and thus, is already very familiar with facility management, training and teaching users, and providing support to research projects in an international and multidisciplinary environment. The candidate has already a well-defined plan on how to set up and maintain a cutting-edge microscopy facility at CCMAR.	58%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has taught several microscopy courses that are highly relevant for this position. The candidate regularly trains and supervises facility users on multiple imaging systems.	15%

c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate has helped set up the microscopy services at Micron advanced bioimaging facility in Oxford.	20%
d) Scientific communication and dissemination (5%)	The candidate regularly participates in European microscopy meetings.	5%
Sum of scores score		98%

Candidate: Fátima Monteiro

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is currently finishing a PhD in biomedicine with a focus on oncogenesis. The candidate mentions experience in microscopy and image analysis but does not provide further details. The candidate has a good publication record in cancer research and will very likely be a great researcher in this area.	30%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned	0%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0%
d) Scientific communication and dissemination (5%)	The candidate has been very active during the PhD, 3 publications as 1 st author and has presented the PhD work (not related to microscopy) at national and international conferences.	4%
Sum of scores score		34%

Candidate: Rute Castelo Félix

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects	The candidate is an excellent researcher with a very good track record in molecular and cell biology, sample preparation for fluorescence microscopy, image analysis and grant writing. The candidate has experience with fluorescence	50%

(national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	and lightsheet microscopy from the user point of view. The candidate is familiar with the samples and research conducted at CCMAR. The candidate has a somewhat well-defined plan on how to setup the microscopy facility at CCMAR.	
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has teaching experience (topics such as immunology and molecular biology) and has supervised several MSc and undergraduate students. No teaching experience related to imaging or microscopy.	11%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Two patent applications and industry secondments.	16%
d) Scientific communication and dissemination (5%)	Very active, but no communications related to microscopy.	4%
Sum of scores score		81%

Candidate: Nicolas Garcia Seyda

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has a very strong and diverse background in biophysics, molecular biology, microscopy and image analysis that is highly relevant for this position. The candidate also stands out due to the development of custom-made image processing and analysis software. However, the candidate has recently finished a PhD and is interested in exploring other lines of research/work other than microscopy.	50%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some experience as a teaching assistant in Physics.	6%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0%
d) Scientific communication and dissemination (5%)	The has participated in a few international conferences and outreach activities.	3.5%
Sum of scores score		59.5%

Candidate: Joseane Lima Prado Godinho Pavão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has been doing research in drug development, cell biology, molecular biology and parasitology. The candidate has used “conventional and advanced optical microscopy” and has experience in sample preparation and analysis but does not provide details.	35%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has supervised three undergraduate students and been teaching molecular biology, cell biology, parasitology and biochemistry to undergraduate students. No teaching experience related to imaging or microscopy.	8%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	The candidate has participated in several national conferences. Presented work on the use of microscopy for oncology drug development.	3%
Sum of scores score		46%

Candidate: Ana Cláudia Martins Cavaco

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is a very good researcher with international experience. The candidate has been working in cancer research and has experience in different microscopy modalities, but from a user point of view. The candidate has limited optics and image analysis knowledge. The candidate seems willing to learn and could be a good microscopy technician, but not a facility manager.	48%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has some teaching and supervision experience, but not related to imaging or microscopy.	9%

c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	
d) Scientific communication and dissemination (5%)	The candidate has participated in several international cancer research conferences.	3%
Sum of scores score		60%

Teresa Correia

Teresa Correia (member)

Minute N.º 2

CCMAR_MSR_19_2021

Call for a Microscopy Service Scientist - Investigador/a Auxiliar do Serviço de Microscopia (M/F) under an uncertain term working contract for applicants of any nationality, including stateless candidates for temporary needs and connected activities under project ALG-05-3559-FSE-000020 - Contratação de Recursos Humanos Altamente Qualificados (PME ou CoLAB) funded by European Social Fund (FSE) of the European Union, through CRESC ALGARVE 2020 do Portugal 2020.

Curricular Evaluation

Candidate: Mehri Mortazavi

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has irrelevant background and presented incorrect motivations with respect to what is required for the position.	5%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned.	0%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate works in a non-specified IP office (no details provided).	5%
d) Scientific communication and dissemination (5%)	Not mentioned.	0%
Sum of scores score		10%

Candidate: Manoela Costa Brandão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding	The candidate has experience as marine biologist/zoologist and a good publication record. However, none of the mentioned experience is related to microscopy. She mentions experience in grant writing, but does not specifies what grant nor role she had in writing the application.	15%

obtained, publication and communication of research results, technological development, international collaboration (60%).		
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some teaching (not related to imaging or microscopy) and MSc student supervision experience.	7%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	The candidate has participated in marine zooplankton international conferences.	1%
Sum of scores score		23%

Candidate: Pericles Lopes Santana

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate appears to be specialised in material science with some experience in electron microscopy. However, his background is irrelevant for the position, which requires understanding of biology and optics.	2%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidates has taught a variety of different subjects (thermodynamics, calculus, Physics, etc).	10%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	The candidate mentions participation in conferences but does not provide details.	1%
Sum of scores score		13%

Candidate: TERESA CRISTINA DOS SANTOS LEAL

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is a physicist with no relevant experience or skills required for this position. Additionally her motivation appears to be more self-career driven rather than service oriented, which is the core of the wanted profile. The candidate mentions experience in obtaining research funding and co-organisation of two international meetings.	10%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Assistant professor. Teaching experience at undergraduate and postgraduate levels, but not related to microscopy or imaging.	8%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	A few conference abstracts, but not related to microscopy.	2%
Sum of scores score		20%

Candidate: Carina Isabel Ferreira Mónico

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has a strong hybrid background in biology and physics, which make her extremely well suited for supporting scientists in answering their biological questions using microscopy and optical tools. She also made an in depth and long experience in microscopy, development of optical imaging systems and use of software for image processing and analysis, acquired in multiple well renowned international institutes. Additionally, the candidate appears service oriented and used to support the scientific community, since she already works as an assistant microscopy facility manager. Consequently, she also demonstrates to have a clear understanding of what is required to fulfil the need of this position from the users and the administrative point of view.	60%
	The candidate has taught several microscopy courses that are highly relevant for this position.	15%

b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate regularly trains and supervises facility users on multiple imaging systems.	
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	The candidate has helped set up the microscopy services at Micron advanced bioimaging facility in Oxford.	20%
d) Scientific communication and dissemination (5%)	The candidate regularly participates in European microscopy meetings.	5%
Sum of scores score		100%

Candidate: Fátima Monteiro

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate is currently finishing her PhD in biomedicine with a focus on oncogenesis. However, she lacks any in depth understanding of optics and physics of light. She mentions experience in microscopy and image analysis but does not provide further details. Additionally, her motivation doesn't appear adequate for the position, which requires a strong spirit of service.	20%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Not mentioned	0%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0%
d) Scientific communication and dissemination (5%)	The candidate has been very active during the PhD, 3 publications as 1 st author and has presented the PhD work (not related to microscopy) at national and international conferences.	4%
Sum of scores score		24%

Candidate: Rute Castelo Félix

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in	The candidate is a very experienced researcher with a very good track record in molecular and	40%

microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	cell biology, sample preparation for fluorescence microscopy, image analysis and grant writing. She also exposed a mature organizational plan to setup the facility of the institute. However, the knowledge of microscopy and optics that she has accumulated over the years are exclusively from a user point of view. Therefore, in spite of her familiarity with the samples and research conducted at CCMAR, and her good service attitude, she would be better suited for a position of less responsibility.	
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has teaching experience (topics such as immunology and molecular biology) and has supervised several MSc and undergraduate students. No teaching experience related to imaging or microscopy.	11%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Two patent applications and industry secondments.	16%
d) Scientific communication and dissemination (5%)	Very active, but no communications related to microscopy.	4%
Sum of scores score		71%

Candidate: Nicolas Garcia Seyda

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has a done a PhD in biophysics, during which he moved the first steps of his career in molecular biology, microscopy and image analysis. Those skills are highly relevant for this position and in spite of his young age, he would probably be able to provide imaging technical support for scientist. However, also his profile would be better suited for a more junior position under the guidance of an experience head of the facility. Additionally, during the interview it appeared clear that his motivations are weak and is interested in exploring other lines of research/work other than microscopy.	30%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	Some experience as a teaching assistant in Physics.	6%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	0%

d) Scientific communication and dissemination (5%)	The has participated in a few international conferences and outreach activities.	3%
Sum of scores score		39%

Candidate: Joseane Lima Prado Godinho Pavão

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has a background in different branches of biology, but no in depth understanding of optics nor microscopy. She mentioned a not better specified experience in “conventional and advanced optical microscopy” and sample preparation. However, the candidate does not provide further details. She also does not appear particularly service oriented.	15%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has supervised three undergraduate students and been teaching molecular biology, cell biology, parasitology and biochemistry to undergraduate students. No teaching experience related to imaging or microscopy.	8%
c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned.	0%
d) Scientific communication and dissemination (5%)	The candidate has participated in several national conferences. Presented work on the use of microscopy for oncology drug development.	3%
Sum of scores score		26%

Candidate: Ana Cláudia Martins Cavaco

Criteria	Substantiation of evaluation	Points
Research and/or development activities, comprising achievements in microscopy / imaging, coordination and participation in research projects (national/or international), funding obtained, publication and communication of research results, technological development, international collaboration (60%).	The candidate has been working in cancer research and has experience in different microscopy modalities, but from a user point of view. When she was confronted with specific questions related with lens aberrations and the principles of light-matter interaction she could not answer. The candidate seems willing to learn and could be suited for a more junior position, but not a facility manager.	35%
b) Higher education teaching and supervision, from bachelors to doctoral students (15%).	The candidate has some teaching and supervision experience, but not related to imaging or microscopy.	9%

c) Knowledge and technology transfer, including services, contract research, patenting and other forms of interaction with companies and public services (20%).	Not mentioned	
d) Scientific communication and dissemination (5%)	The candidate has participated in several international cancer research conferences.	3%
Sum of scores score		47%

O Membro do júri,



(David Accardi)