

Jury Meeting Minute

Chief Scientific Officer

Associação AccelBio – Collaborative Laboratory to foster translation and drug discovery - opened a call to hire Chief Scientific Officer (CSO) under an Unfixed-term contract within the project "Financiamento Base do Laboratório Colaborativo AccelBio" with the funding support from Investimento RE-C05-i02 – Missão Interface N.º01/C05-i02/22.

Regulation: Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, that approves a Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas (RJEC).

The job advert was published in in AccelBio website. The call was opened for 10 working days starting on 17th of October 2022 and ending on 31st of September 2022, having applied the following candidates:

- Alessandro Padova
- Alexandre Ribeiro
- Ana Matias
- Miguel Lopes
- Silvia Almeida
- Susana Lopes

On the 2nd of November of 2022, the jury composed by Pedro Silva (President of the Jury), Joaquim Cabral and Bárbara Gomes met to analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate).

The admitted applications were analyzed according to the following selection method advert:

- Curriculum Analysis (50%) based on the following criteria:
 - a) Experience in the leadership of drug discovery programs until preclinical phase, in vitro, ex vivo and in vivo assays (25%);
 - b) Demonstrated experience in strategic planning, development of customized plans and decision analysis; (15%);
 - c) Proven background record on scientific publications (5%);
 - d) Experience in writing projects and grant proposals (5%).

- Interview (50%) based on the following criteria:
 - a) Skills in business development in the health sciences sector (20%);
 - b) Grasp of the project, commitment and independent thinking; (10%)
 - c) Ability to work in startup environment and with government, academia or industry (10%);
 - d) Communication and social skills (5%);
 - e) Spoken English (5%).

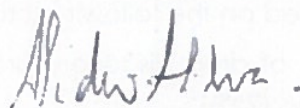
The following applicants, with a CV assessment over 40%, were selected for an interview which took place by zoom between November 9th and December 7th 2022:

- Alessandro Padova
- Alexandre Ribeiro
- Miguel Lopes
- Sílvia Almeida
- Susana Lopes

The analysis and discrimination of the admitted candidate's classification in the First Phase in the Second Phase, as well as the total classification of each are presented in the table of Annex I attached to this minute. The first candidate, Miguel Lopes (92%), did not accept the position, which was then offered to Sílvia Almeida (87%), which accepted.

Cantanhede, 10th of February of 2023

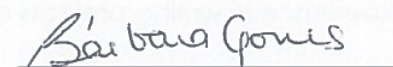
Pedro Silva
(President of the Jury and responsible for the project)



Members of the Jury



Joaquim Cabral
Member of the Direction



Bárbara Gomes
CEO

Annex I

Applicant	CV (50%)																Total CV	
	Experience in the leadership of drug discovery programs until preclinical phase, in vitro, ex vivo and in vivo assays				Demonstrated experience in strategic planning, development of customized plans and decision analysis				Solid background record on scientific publications				Experience in writing projects and grant proposals					
	25%				15%				25%				25%					
Name of July	Team leader	Industry leader	Business leader	Average	Team leader	Industry leader	Business leader	Average	Team leader	Industry leader	Business leader	Average	Team leader	Industry leader	Business leader	Average		
Alexandre Padua	20%	20%	20%	20%	10%	10%	10%	10%	10%	23 articles and 5 patents	23 articles and 5 patents	23 articles and 5 patents	8%	Without Indication	Without Indication	Without Indication	8%	48%
	Strong knowledge in leadership and drug discovery programs	Strong knowledge in leadership and drug discovery programs	Strong knowledge in leadership and drug discovery programs		Broad experience in strategic planning, development of customized plans and decision analysis	Strong experience in strategic planning, development of customized plans and decision analysis	Strong experience in strategic planning, development of customized plans and decision analysis											
Alexandre Ribeiro	10%	10%	10%	10%	14%	14%	14%	14%	14%	31 articles	31 articles	31 articles	4%	International funding, individual and consortium projects	International funding, individual and consortium projects	International funding, individual and consortium projects	8%	41%
	Good knowledge in drug discovery projects, Experience with platforms development	Good knowledge in drug discovery projects, Experience with platforms development	Good knowledge in drug discovery projects, Experience with platforms development		Strong experience in strategic planning, development of customized plans and decision analysis	Strong experience in strategic planning, development of customized plans and decision analysis	Strong experience in strategic planning, development of customized plans and decision analysis											
Ana Maria	10%	10%	10%	10%	8%	8%	8%	8%	8%	44 articles and 3 patents	44 articles and 3 patents	44 articles and 3 patents	8%	International funding, individual and consortium projects	International funding, individual and consortium projects	International funding, individual and consortium projects	8%	58%
	Limited knowledge in drug discovery projects, Leadership experience	Limited knowledge in drug discovery projects, Leadership experience	Limited knowledge in drug discovery projects, Leadership experience		Some experience in strategic planning, but mostly academic	Some experience in strategic planning, but mostly academic	Some experience in strategic planning, but mostly academic											
Miguel Lopes	20%	20%	20%	20%	14%	14%	14%	14%	14%	4 articles and 3 patents	4 articles and 3 patents	4 articles and 3 patents	8%	International funding, individual and consortium projects	International funding, individual and consortium projects	International funding, individual and consortium projects	8%	47%
	Strong knowledge in leadership and drug discovery programs	Strong knowledge in leadership and drug discovery programs	Strong knowledge in leadership and drug discovery programs		Strong experience in strategic planning, development of customized plans and decision analysis	Strong experience in strategic planning, development of customized plans and decision analysis	Strong experience in strategic planning, development of customized plans and decision analysis											
Elvia Almeida	20%	20%	20%	20%	14%	14%	14%	14%	14%	15 articles	15 articles	15 articles	2%	International funding, individual and consortium projects	International funding, individual and consortium projects	International funding, individual and consortium projects	8%	64%
	Good knowledge in drug discovery projects, Experience with platforms development, Leadership position	Good knowledge in drug discovery projects, Experience with platforms development, Leadership position	Good knowledge in drug discovery projects, Experience with platforms development, Leadership position		Strong experience in strategic planning, development of customized plans and decision analysis, Well connected with clients based projects	Strong experience in strategic planning, development of customized plans and decision analysis, Well connected with clients based projects	Strong experience in strategic planning, development of customized plans and decision analysis, Well connected with clients based projects											
Susana Lopes	20%	20%	20%	20%	12%	12%	12%	12%	12%	12 articles	12 articles	12 articles	8%	International funding, individual and consortium projects	International funding, individual and consortium projects	International funding, individual and consortium projects	8%	60%
	Good knowledge in drug discovery projects, Experience with platforms development	Good knowledge in drug discovery projects, Experience with platforms development	Good knowledge in drug discovery projects, Experience with platforms development		Strong experience in strategic planning but very specific for oncology	Strong experience in strategic planning but very specific for oncology	Strong experience in strategic planning but very specific for oncology											

Applicant	Interview (80%)																				Total Interview	Total contribution (CV + Interview)		
	Skills in business development in the health/sciences sector						Group of the project: committed and independent thinking						Ability to work in startup environment and with government, academia or industry						Communication and social skills					
	20%						10%						12%						3%					
Area of expertise	20%	20%	20%	20%	20%	20%	10%	10%	10%	10%	10%	10%	12%	12%	12%	12%	12%	12%	3%	3%	3%	3%		
Alexandre Padua	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Expectations were not fully aligned with the goal of AccelBio's project	Expectations were not fully aligned with the goal of AccelBio's project	Expectations were not fully aligned with the goal of AccelBio's project	Expectations were not fully aligned with the goal of AccelBio's project	Expectations were not fully aligned with the goal of AccelBio's project	Limited knowledge regarding Portuguese policies	Limited knowledge regarding Portuguese policies	Limited knowledge regarding Portuguese policies	Limited knowledge regarding Portuguese policies	Limited knowledge regarding Portuguese policies	Limited knowledge regarding Portuguese policies	Limited knowledge regarding Portuguese policies	Clear communication	Clear communication	Clear communication	Well written and spoken english		
Alexandre Ribeiro	Limited knowledge in business development	Limited knowledge in business development	Limited knowledge in business development	Limited knowledge in business development	Limited knowledge in business development	Limited knowledge in business development	Few projects have been launched, more prone to study model and service provider	Few projects have been launched, more prone to study model and service provider	Few projects have been launched, more prone to study model and service provider	Few projects have been launched, more prone to study model and service provider	Few projects have been launched, more prone to study model and service provider	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Limited work in startup environment, strong knowledge in big companies and regulatory affairs	Not very confident	Not very confident	Not very confident	Well written and spoken english		
Alvaro Lopes	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Deep knowledge in business development related with health	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Clear communication	Clear communication	Clear communication	Well written and spoken english		
Sara Almeida	Good knowledge in business development related with health	Good knowledge in business development related with health	Good knowledge in business development related with health	Good knowledge in business development related with health	Good knowledge in business development related with health	Good knowledge in business development related with health	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Perfect understanding of the mission of the center, able to develop new ideas	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Creation of new teams, ability to develop both from private and public investors	Clear communication	Clear communication	Clear communication	Well written and spoken english		
Susana Lopes	Some knowledge in business development related with health	Some knowledge in business development related with health	Some knowledge in business development related with health	Some knowledge in business development related with health	Some knowledge in business development related with health	Some knowledge in business development related with health	Limited understanding of AccelBio's mission	Limited understanding of AccelBio's mission	Limited understanding of AccelBio's mission	Limited understanding of AccelBio's mission	Limited understanding of AccelBio's mission	Not very confident, but not more about or beyond corporate than about her career path	Not very confident, but not more about or beyond corporate than about her career path	Not very confident, but not more about or beyond corporate than about her career path	Not very confident, but not more about or beyond corporate than about her career path	Not very confident, but not more about or beyond corporate than about her career path	Not very confident, but not more about or beyond corporate than about her career path	Not very confident, but not more about or beyond corporate than about her career path	Not very confident	Not very confident	Not very confident	Well written and spoken english		

