

Jury Meeting Minute **Research Fellowship**

CoLAB-AccelBio/BI/5-2025

Associação AccelBio – Collaborative Laboratory to foster translation and drug discovery - opened a call to hire a Researcher under a fellowship within the project “Unravelling the epicardium contribution to disease mechanism for treatment design in arrhythmogenic cardiomyopathy” funded by the European Union under grant agreement 101115536

The job advert was published in AccelBio website, Linkedin and Euraxess. The call was open from August 19th to September 1st 2025, having applied the candidates indicated in the Annex. I.

On the 2nd of September of 2025, the jury composed by Silvia Almeida (President of the Jury), Mariana Branco and Bárbara Gomes analyze the application documents (- Detailed CV; - Motivation letter in English; - Degree Certificate).

The admitted applications were analyzed according to the following selection method, which was also indicated in the job advert:

- A) Curriculum Evaluation and Motivation Letter (60%) based on the following criteria:
 - Absolute merit of the Curriculum Vitae in the frame of the Institute's broader interdisciplinary project (50%);
 - Suitability of the candidate's profile to the work plan (30%);
 - Additional characteristics, such as the implicit motivation shown for the work to be carried out and availability to start the scholarship (20%)

- B) Interview (40%) based on the following criteria:
 - Communication skills (40%);
 - Motivation and Interest for the workplan (60%):

The five-best classified in the Curriculum Evaluation were invited to the interview:

- Filipe Brás
- Iara Moreira

- Inês de Andrade Saraiva
- Sara Vieira
- Nazim Kuku

The candidate, Filipe Brás, cancelled the interview.

To decide the granting of the Research Fellowship, applicants were ranked according to the weighted average of the score obtained in each of the two criteria, according to the following formula:

$$\text{Final classification} = (0,6 * A) + (0,4 * B)$$

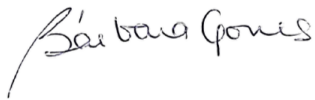
The analysis and discrimination of the admitted candidate's classification, as well as the total classification, are presented in the tables of Annex I attached to this minute. Inês de Andrade Saraiva was selected.

Cantanhede, 19th of September of 2025

Members of the Jury

A handwritten signature in blue ink, reading 'Silvia Almeida'.

Silvia Almeida
AccelBio's CSO
(President of the Jury)

A handwritten signature in black ink, reading 'Bárbara Gomes'.

Bárbara Gomes
AccelBio's CEO

A handwritten signature in black ink, reading 'Mariana Branco'.

Mariana Branco
AccelBio's Scientist and Principal Investigator

Annex I

				EVALUATION - Research Fellow - CoLAB-AccelBio/BI/5-2025							
	Criteria	Criterium A - (0-60)									Criterion A Final Score (0-60)
		A1- Merit of CV (0-50)			A2 - Adequancy of the candidate (0-30)			A3 - Motivation and Availability (0-20)			
	Jury	MB	SA	BG	MB	SA	BG	MB	SA	BG	
Candidates	Filipe Brás	50	47	45	20	20	20	20	17	15	50.9
	Justification	Holds a master degree and has one year of professional experience contributing to a European project in the field of brain therapy.	MSc in Biochemistry, 1 year relevant experience in an European project. Additional technical training sought with potential to contribute to project execution.	Very good CV. One year experience in an European Project and a Master Degree in Biochemistry. Several certificates and awards. Lacks publication of original research papers.	Lacks direct experience in culturing hiPSCs and organoid models, but demonstrates experience with various laboratory techniques relevant to the project.	The candidate holds no experience in handling hiPSC or organoid models. Relevantly, he holds experience in some technical techniques which can contribute to project execution.	No experience in hiPSCs and organoid models. Hands-on training in multiple laboratorial techniques.	Strong motivation letter and is totally available to integrate the project.	The motivation letter is focused and clear and states his availability to join the project. The candidate should have elaborated on how his set of skill can contribute effectively to the development of the project.	Good motivation letter. Didn't showed how his specific skills will contribute to the activities of the project.	
	Hassan Annaz	0	0	0	0	0	0	0	0	0	0
	Justification	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application rejected for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application rejected for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application rejected for not meeting eligibility requirements (lack of motivation letter)	
	Iara Moreira	35	35	40	15	15	15	10	10	10	37.5
	Justification	Research experience primarily oriented toward the medical field	The candidate will hold an MSc in Biochemistry, assuming it will end in September although the exact date is not specified. CV is well structured and highlights an experience that is mostly curricular and medically oriented.	Good resume with some limited experience in research work, always within the scope of curricular internships. One poster publication. Master's degree in Biochemistry.	Lacks direct experience in culturing hiPSCs and organoid models, and have limited experience with laboratory techniques relevant to the project.	The candidate holds no experience in handling hiPSC or organoid models, and the described technical techniques do not align with the project requirements in a significant manner.	Has no direct experience in hiPSC culture and organoid models, and has limited experience with laboratory techniques relevant to the project.	The motivation letter is not particularly strong. From the CV it is not clear if she already finished her Master degree	The motivation is not strong and fails short to highlight the availability of the candidate. It is written in a very lax manner, lacking to demonstrate the motivation of the candidate and what skills she would bring that align and effectively could contribute to the project development.	The cover letter is not particularly strong. From the resume, it is unclear whether she has already completed her master's degree.	
	Inês de Andrade Saraiva	50	50	50	25	25	25	18	20	20	56.6
	Justification	Very strong research experience, communication skills and publications.	Candidate holds an MSc in Biochemistry and is currently a PhD student (FCT fellowship ending on Oct 1st). The CV is strong and demonstrates relevant research experience, with international exposure.	Very strong CV, with a Master in Biochemistry and PhD from FMUL (4th year student). Experience across different fields and research groups, including one international. One research article. Several awards and certifications.	Lacks direct experience in culturing hiPSCs and organoid models, but demonstrates experience with several laboratory techniques relevant to the project including 3D Models (triple co-culture), image analysis/quantification (Confocal Microscopy, Electron Microscopy)	The candidate holds no experience in handling hiPSC or organoid models. Relevantly, she holds experience in some technical techniques key to project execution, namely 3D models and confocal/electron microscopy.	No direct experience in hiPSC culture and organoid models, but demonstrates experience with various laboratory techniques relevant to the project, including 3D models.	PhD FCT scholarship ending on 1 October 2025 and has submitted a strong motivation letter.	The letter is focused and highlights the structured and detail guided motivation of the candidate.	Very strong and detail-oriented motivation letter.	
	Nazim Kuku	40	40	40	5	5	10	10	15	15	36.5
	Justification	Strong CV but primarily oriented toward environmental science	The candidate submitted a strong, well structured and detailed CV (MSc in Molecular Biology and Genetics), where it is visible he is technically versatille and diverse, but in a field not relevant to the project scope.	Master's degree in Molecular Biology and Genetics. Good resume and extensive experience, but focused on a different area.	Expertise not related with the project	The candidate's expertise is not aligned with the project nature and requirements. Additionally to no experience in culturing hiPSCs or organoid cultures, there is no expertise in mammalian cell culture.	Has no direct experience in hiPSC culture and organoid models. Has experience with some laboratory techniques relevant to the projec but within a different field.	Currently pursuing a Master's in Synthetic Biology and Biotechnology at the University of Porto.	The candidate presented a well written and structured letter, very detail oriented; the candidates availability is not disclosed and he is currently enrolled in an MSc programme at UPorto.	Good motivation letter, highlighting how the experience of the candidate relates with the needs of the project. Availability unclear	
Sara Vieira	30	25	25	10	10	10	8	10	10	28.1	
Justification	Master's degree en biomedical engineering. Unclear laboratory technique experience	The candidate is enrolled in an MSc in Biomedical Engineering with date of finalization not specified. Thesis titled "Phage therapy applied to chronic lung infections", with no details highlighting the experimental techniques mastered by the applicant.	Master's degree en biomedical engineering. Experience in one research project within the scope of a curricular internship.	The CV provides limited detail regarding the projects undertaken during the bachelor's and master's theses, making it difficult to assess the candidate's suitability for the position.	the CV does not detail the experimental techniques mastered by the applicant.	Lack of information on laboratory technique experience	She is finishing her master's degree, although the exact completion date is unclear, and has not submitted a strong motivation letter.	The motivation letter doesn't detail the availability of the candidate and also falls short to demonstrate how the technical expertise of the candidate can contribute to the project development.	The cover letter is not particularly strong. Availability unclear		
Vitor Rodrigues	0	0	0	0	0	0	0	0	0	0	
Justification	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application rejected for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application rejected for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application not considered for not meeting eligibility requirements (lack of motivation letter)	Application rejected for not meeting eligibility requirements (lack of motivation letter)		

Candidates

				EVALUATION - Research Fellow - CoLAB-AccelBio/BI/5-2025						
		Criterium B- (0-40)						Criterium B Final Score	Criterium A Final Score	A+B Final Score
Criteria		B1- Communication skills (0-40)			B2 - Motivation and adequacy for the WP (0-60)					
Jury	Jury	MB	SA	BG	MB	SA	BG			
Candidates	Iara Moreira	25	20	20	30	25	25	19.3333333	37.5	56.8
		The candidate was able to communicate in a clear way and answer to all the posed question. However, her posture during the interview was not engaging and several of her responses lacked depth, providing only surface-level information.	The candidate participated in the interview in a somewhat casual manner. She responded to all the questions in a very summarised and direct way, and did not display an engaging attitude, expected from someone applying to such a role, in line with the lax nature of her motivation letter. Even though she was able to communicate in a clear way, she did not do so in a dynamic or captivating manner.	The candidate was able to communicate in a clear way, but would need to demonstrate greater depth, engagement, and motivation to be considered a strong fit for this position	While she expressed strong motivation to join a project that would allow her to take her first steps in bioengineering, her limited expertise in this field may present challenges for this position. Additionally, the candidate's understanding of the responsibilities and nature of the work appeared to be somewhat limited.	She did not put much effort into elaborating on how she would effectively gain from, and contribute to, the project in question, neither was she able to convey a clear and logic motivation to apply to the role. In summary, she is not a good fit for the position.	The candidate showed motivation to begin her path in bioengineering and interest in the project. However, her limited expertise and restricted understanding of the role's responsibilities may pose challenges. In the interview, she did not clearly explain how she would contribute to or benefit from the project, nor convey a strong motivation for applying			
	Inês Saraiva	40	40	40	60	60	60	40	56.6	96.6
		The candidate responded to all the questions in a well-structured and engaging manner. She expressed herself confidently throughout the interview.	The candidate participated in the interview in a structured, organised and engaged manner, as reflected in her motivation letter. She responded to all the questions in a very interested and constructive manner and demonstrated she is a very effective communicator, even though, apparently, somewhat shy in nature.	The candidate participated in the interview in a structured and organised way, responding to all questions in a clear, engaging, and constructive manner. She expressed herself with confidence and demonstrated strong communication skills, consistent with the motivation conveyed in her letter.	She clearly demonstrated how her past professional experience suits the requirements of the experimental work to be performed in the project. Her future interests are perfectly aligned with AccelBio's mission.	She was able to demonstrate how her professional experience is very well aligned with project goals and requirements. She showed an interest in AccelBio and its mission and on how she would gain from and contribute to the project in question. In summary, she presented herself has a perfect fit for the position.	The candidate clearly demonstrated how her past professional experience aligns with the experimental requirements of the project, showing strong suitability for the role. She also expressed future interests that are well in line with AccelBio's mission and was able to articulate how she would both gain from and contribute to the project.			
	Nazim Kuku	8	10	8	10	10	10	7.46666667	36.5	44.0
	The candidate participated in the interview in a proactive manner, although he struggled to articulate his thoughts clearly, which made it difficult to follow his speech. His answers were somewhat vague, lacked structure, and in some cases did not directly address the question.	The candidate participated in the interview in a polite manner but displayed difficulties in communicating in English with the level of proficiency as required for the role. Even though he was easy to interact with, in face of his polite and nice demeanour, he was not able to communicate effectively.	The candidate participated in the interview in a polite and proactive manner, showing openness and ease of interaction. However, he faced clear difficulties in articulating his thoughts in English, which affected the clarity and structure of his answers. His responses were often vague and did not always address the questions directly, limiting the effectiveness of his communication.	Although the candidate has solid professional expertise, it is not aligned with the requirements of this role.	The candidate responded to all the questions with difficulty, and was not able to elaborate on how he would effectively gain from, and contribute to, the project in question. Even though the applicant has a diverse and solid professional career and technical expertise, they do not align with the required profile for this role. Hence, the candidate is not a good fit for the position.	The candidate has a diverse and solid professional background, but his expertise is not aligned with the specific requirements of this role. During the interview, he struggled to respond to questions clearly and was unable to articulate how he would gain from or contribute to the project. Moreover, his lack of awareness regarding the workplace setting and type of activities — for instance, asking about remote work for a wet lab position — further highlighted the mismatch with the role.				
	Sara Vieira	30	30	25	45	40	40	28	28.1	56.1
	The candidate communicates well and answered all the questions in an engaging and effective manner, although on some topics she could have provided more in-depth and developed answers to better highlight her past experiences.	The candidate participated in the interview in an engaged and friendly manner and responded to the questions with interest. She showed that, although, apparently somewhat shy in nature, and despite being admittedly nervous, she could communicate well, even if with some hesitations, on occasion.	The candidate communicated well throughout the interview, answering questions in an engaging and effective manner. She participated in a friendly and interested way, demonstrating openness despite some nervousness and a naturally reserved disposition. While her responses were generally clear, some could have been more detailed to better showcase her past experiences.	She demonstrated interest in learning more about the project, even though her academic background was not fully aligned with the position. However, her lack of expertise in the field represents a critical drawback for the role applied for.	She demonstrated an interest in AccelBio and its organisation and ongoing projects, and on how she could grow in the role and focus on the project in question. Her profile is not totally aligned with the requirements, and she does lack some critical skills to the role, hence she is only a partial fit for the position.	The candidate demonstrated genuine interest in AccelBio, its projects, and in learning more about the fellowship, expressing motivation to grow within the role. However, her academic background is not fully aligned with the position and she lacks some critical skills, making her only a partial fit for the requirements				