

Jury Meeting Minute

ECOSYSTEM MANAGER

Associação AccelBio – Collaborative Laboratory to foster translation and drug discovery - opened a call to hire an Ecosystem Manager to join CoLAB AccelBio, within the framework of the project BioRed: Building Interregional Opportunities for Digital and Green innovation in Red Biotechnology and Pharmaceuticals, funded by the European Union under grant agreement 101225453. BioRed is a 7-country initiative to strengthen regional biotech/pharma ecosystems.

The job advert was published in AccelBio website and LinkedIn and in the EURAXESS platform. The call was opened from October 29th to November 30th, having applied the candidates indicated in Annex I.

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

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

- Curriculum Analysis (70%) based on the following criteria:
 - Academic Background & Scientific Literacy (20%)
 - Experience in Ecosystem/Cluster Building & Innovation Networks (20%)
 - Event Facilitation, Platforms & Stakeholder Engagement (20%)
 - Communication, Stakeholder Management & Professional Behaviour (10%)
- Motivation Letter (10%)

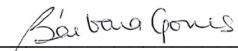
The following candidates were invited to an interview (20%):

- Marta Passadouro
- Andrea Cruz
- Sofia Carvalho
- David Azevedo da Silva

The admitted candidate's total classification is presented in the table of Annex I attached to this minute.

The selected candidate is Marta Passadouro

Cantanhede, 15th of December of 2025



Bárbara Gomes
(President of the Jury)

Members of the Jury



Silvia Almeida
AccelBio's CSO



Ricardo Vais
AccelBio's COO

Annex I

Applicant		CV & ML (90%)					Total CV & ML	Interview- 20%	Total-100%
		Academic Background & Scientific Literacy: - Advanced degree in biomedical sciences (MSc or PhD) - Ability to understand scientific and technical contexts - Relevance of training to health/biotech ecosystems 20%	Experience in Ecosystem/Cluster Building & Innovation Networks - 3+ years in ecosystem building, clusters, innovation networks - EU projects, community programs, or health innovation initiatives - Running multi-stakeholder programs across academia-industry-SMEs-public sector - Experience with open innovation platforms and community growth 20%	Event Facilitation, Platforms & Stakeholder Engagement - Planning and facilitating workshops, hackathons, roundtables - Experience with community/matchmaking platforms - Engaging diverse stakeholder groups: industry, academia, startups, authorities - Content curation and community-building activities 20%	Communication, Stakeholder Management & Professional Behaviour - Strong communication and collaboration skills - Proactive, service-oriented, problem-solving mindset - Excellent organization, detail-orientation, accuracy - Sense of responsibility and integrity - Ability to manage multiple tasks independently and reliably 10%	Motivation Letter- 10%			
Ana Rita Pinho	Average Grade	10%	1%	5%	6%	6%	27.67%	n/a	n/a
Andrea Cruz	Average Grade	17%	17%	17%	8%	5%	64.33%	17.33%	81.67%
Carla Lopes	Average Grade	16%	14%	11%	11%	7%	59.67%	n/a	n/a
David Azevedo da Silva	Average Grade	17%	17%	17%	8%	7%	64.83%	5.67%	70.50%
Flávia Magalhães	Average Grade	16%	13%	11%	7%	7%	53.00%	n/a	n/a
Inês Albino	Average Grade	16%	12%	10%	5%	7%	51.33%	n/a	n/a
Marta Passadouro	Average Grade	20%	20%	20%	10%	10%	79.50%	20.00%	99.50%
MJ Marques	Average Grade	15%	15%	14%	9%	9%	61.33%	n/a	n/a
Murat Gainullin	Average Grade	17%	14%	9%	6%	7%	52.83%	n/a	n/a
Raquel Gouveia	Average Grade	12%	13%	14%	8%	8%	55.33%	n/a	n/a
Sofia Carvalho	Average Grade	18%	16%	16%	9%	9%	68.50%	12.33%	80.83%
Stephanie Castaldo	Average Grade	Not eligible — no certificate submitted	n/a	n/a	n/a	n/a	n/a	n/a	n/a