

Jury Meeting Minute

INNOVATION MANAGER

Associação AccelBio – Collaborative Laboratory to foster translation and drug discovery - opened a call to hire an Innovation Manager to join CoLAB AccelBio, within the framework of the project BioTransfer, funded under the call COMPETE2030-2024-6-Transferência do conhecimento científico e tecnológico. BioTransfer is a co-promoted initiative (i3S, AccelBio, CoLAB Trials) aiming to build a connected “battery” of instruments for biomedical tech transfer.

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%)
 - Innovation & Tech Transfer Experience (20%)
 - Market, Business, and Strategy Skills (20%)
 - Communication, Stakeholder Management & Professional Behaviour (10%)
- Motivation Letter (10%)

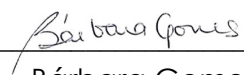
The following candidates were invited to an interview (20%):

- João Maia
- Joy Shih
- Manuel Silva
- Carla Abreu

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.

The selected candidate is João Maia.

Cantanhede, 16th of December of 2025



Bárbara Gomes
(President of the Jury)

Members of the Jury



Silvia Almeida
AccelBio's CSO



Ricardo Viais
AccelBio's COO

Annex I

Applicant	CV & ML (80%)					Total CV & ML (80%)	Interview- 20%	Total- 100%
	Academic Background & Scientific Literacy: - Advanced degree in biomedical sciences (MSc/PhD) - Understanding of translational R&D - Familiarity with regulatory, legal, IP, and technical aspects of biomedical development - Awareness of bottlenecks in product development 20%	Innovation & Tech Transfer Experience - 3-5 years relevant experience (ITO, pharma/biotech, VC, consulting) - Product commercialization, valorization, or business development activities - Licensing experience (NDAs/MTAs, term sheets, diligence workflows, data rooms) 20%	Market, Business, and Strategy Skills - Business plans - Market and competitive analyses (life sciences focus) - Understanding of commercial pathways & business models - Ability to translate science into investable opportunities 20%	Communication, Stakeholder Management & Professional Behaviour - Excellent written/oral English - Clear, concise, audience-appropriate communication - Stakeholder engagement & cross-functional collaboration - Organization and attention to detail - Proactivity, ownership, responsibility - Integrity, adaptability, problem-solving 10%	Motivation Letter- 10%			
Ana Espada	14%	15%	16%	8.33%	8%	61.33%	NA	NA
Ana Rita Pinho	8%	2.67%	3.67%	6%	5.33%	25.67%	NA	NA
Andrea Bari	17%	15.33%	15.33%	7.67%	8.03%	63.36%	NA	NA
Benilde Pondevca	13.67%	14.67%	11.67%	7%	7.50%	54.50%	NA	NA
Carla Abreu	17%	17.33%	16%	8.50%	8.67%	67.50%	10%	77.50%
Diana Godinho	15.33%	13%	11%	7.33%	7.50%	54.17%	NA	NA
Eduardo Moura	14.33%	15%	14.67%	8%	7.67%	59.67%	NA	NA
Hemani Silvestre	0	0	0	0	0	0	NA	NA
Joana Lopes	15.67%	16%	12.67%	8.33%	8.67%	61.33%	NA	NA
João Maia	19.33%	19.67%	19.67%	9.67%	10%	78.33%	19.67%	98.00%
Joy Shih	19%	20%	18.33%	9%	9.67%	76.00%	18%	94.00%
Ludovico Alves	11.67%	7.67%	1.67%	5.33%	5.33%	31.67%	NA	NA
Manuel Silva	16.67%	17.67%	17%	9.33%	7.83%	68.50%	14%	82.50%
Marta Estrada	16.33%	15.67%	14.67%	8.67%	8.33%	63.67%	NA	NA
Meghna Dabur	13%	11.33%	10.67%	5.33%	6%	46.33%	NA	NA
Mohamad Omar	11%	13.33%	13%	7%	7.50%	51.83%	NA	NA
Paulo Mendes	15.33%	15.33%	16%	7.17%	7%	60.83%	NA	NA
Tiago Santos	17%	15.33%	13.33%	7.17%	7.17%	60.00%	NA	NA
Timothe Gumiel	13.33%	10.67%	12.67%	5.33%	4.33%	46.33%	NA	NA