

Final Jury Meeting Minute
IMM/CT/56-2023

Rita Pitano
Alexander Jesus
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On 16th August 2023, the jury meeting minute regarding the procedure for contracting a Purchases and Procurement Technician with the reference IMM/CT/56-2023 was published, in which the admitted candidates to said procedures were identified and evaluated.

During the preliminary hearing period of 10 working days, between 17th August 2023 and 31st August 2023, one applicant, Margarida Silva, pronounced.

The request for clarification was sent to the Human Resources Office through email, which is transcribed below:

"Dear Members of the Jury,

Regarding the publication of the recruitment selection for the Purchases and Procurement Technician position with reference IMM/CT/56-2023, I hereby, pronounce my argument to contest my placement, 3rd, in the selection process.

I'm contesting, solely, the justification given to the interview evaluation section concerning the Commitment to future with the team (15%), which states Wants a fast evolution inside the department, with more responsibilities, which can lead to incompatibilities for a junior position.

I wish to clarify that I'm not looking for a fast evolution inside the department, I'm looking for a junior position, which would allow me to gain further knowledge, thus my application to job posting.

During the interview, when asked where do you see yourself in 5 years time, my reply was: within the department, continuing to work with the team. However I believe that after a 5 year period learning, contributing and being a successful worker in that current position, one can no longer be considered as a junior member of the team, and thus one's responsibilities and trust among the team grows.

When posed with this question, I wished to express a progression over theses 5 years that would align with both your expectation and mine. I never meant to imply that I'm not currently satisfied nor committed with a junior position, quite the opposite, or that I would be unhappy carrying out this kind of work. Unfortunately I seem to have been unable to express myself clearly.

I hope that the jury can consider my argument, since until the interview section of the evaluation, I along with only one other candidate held the highest ranking. I believe my current standing in the selection process was based on this misunderstanding, that occurred due to a miscommunication on my behalf.

Thank you for your time and consideration.

With kindest regards,

Sincerely,

Margarida Silva."

The jury met on the 30th August 2023 to discuss the concerns raised by the applicant and elaborated a clarification that was communicated to the applicant. The jury decided there were no changes that needed to be made.

So, the final ranking of the candidates was not altered and the previous decision to hire the selected candidate remains.


The jury will contact the candidate ranked in 1st Joana Seixas, and will offer her the position.

This final decision is signed by the three members of the jury and also validated by the Heads of the Institution.

Lisbon, 31st of August of 2023



Alexandre Jesus
(President of the Jury)



Ana Rita Vicente



Rita Pifano

Validation by the Heads of the Institution



Professor Maria M. Mota
Executive Director



Professor Bruno Silva Santos
Vice President