

Final Jury Meeting Minute

IMM/CT/62-2023

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On 16th of November 2023 was published the jury meeting minute regarding the procedure for hiring a Laboratory Technician, where all admitted candidates to such procedure were identified and evaluated and with such publication began the preliminary hearing period of 10 working days.

On the 30th of October 2023, the applicant, **Margarida Silva**, pronounced about the process by requesting clarifications about the evaluation given by the jury regarding the Experience Section.

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

"Dear Members of the Jury,

Regarding the publication of the recruitment selection for the position with reference IMM/CT/62-2023, I hereby, pronounce my argument to contest my placement and evaluation score in the selection process.

*I'm contesting the evaluation score given to my application regarding the **Experience Section** of the process. According to the job posting, the main focus for this vacancy was for laboratory experience regarding molecular biology techniques among other tasks. I quote the necessary and valued skill set that was posted:*

"Experience with genetic material extraction (RNA and/or DNA);

Execution of Quantitative real-time PCR technique and results analysis;

Execution of other diagnostic and/or research techniques and methodologies already implemented or to be implemented in the future and respective result analysis.

Responsible for laboratory maintenance and cleaning;

Responsible for biological samples reception and processing according with internal procedures;

Report the results of laboratory analysis to the users and/or entities according with internal procedures;

And so on...

It was stated within my CV that, not only do I have previous experience as a Laboratory Technician, but said experienced was precisely within the scope of theses requisites. I performed genetic material extraction, carried out numerous PCR techniques including quantitative real-time PCR, handled different types of biological samples from serological to exudates, prepared and delivered kits, amongst many other tasks that were necessary to be carried out. Apart from this experience, my thesis focused precisely within the scope of theses techniques having obtain more than 2 years experience as a Lab technician.

However during my evaluation score process, although I was given 10% (top marks) for technical skills, I received 0% for the Experience section.

How is that possible, when the parameters for attributing the percentage value for the experience section are explained and take into account both professional and academic experience?

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As shown on the reference table published (also bellow).

My Score:

Candidate Name	Curricular Evaluation (60%)				Motivation Letter (10%)		Total CV	Total Motivation Letter	TOTAL 1st Phase (CV + Motivation Letter)
	Degree (20%)	Experience (20%)	Technical Skills (10%)	Soft Skills (10%)	Motivation & Interest (5%)	English (5%)			
Margarida Silva	20,00	0,00	10,00	8,00	2,00	5,00	38,00	7,00	45,00

Experience reference table published:

Experience	Value (20%)
No experience	0,00
No Relevant Experience - No experience in Molecular Biology (Academic or Technician)	5,00
Academic Experience Only (< 1 year) - Molecular Biology	8,00
Academic Experience Only (> 1 year) - Molecular Biology	10,00
Lab Technician (< 1 year) - Molecular Biology	15,00
Lab Technician (>1 year) - Molecular Biology	20,00

According to this method of evaluation, I would have had to receive at least a 10% value point/grade, as I have more than 1 year experience with molecular biology in an academic background and I executed the task of being a lab technician within my mentor's department both previous to starting my thesis, involving work outside the scope of the thesis topic, and after concluding my own personal research, I still conducted tasks for the department.

Had I received accurate scoring within the Experience section, my overall score would have placed me among the candidates to be interviewed.

As such I'd like to understand the reasoning behind the jury's decision, to not take into account my extensive experience, and grade me with 0% in the Experience section. I believe there might have been a mistake, and thus wish to clarify this grade attribution.

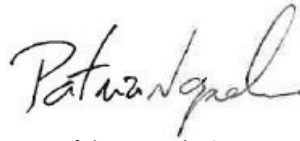
Thank you for your time and consideration.

On 2nd of November 2023 the jury meet to appreciate the clarification request and after gone through the application documents again, the jury realized that the evaluation given to the candidate Margarida Silva on the Experience criteria (ANNEX I a) – 1st Phase – EVALUATION) was not correct. The jury corrected the evaluation which is presented in the table attached as final evaluation table.

This correction does not change the evaluation and scores of the other candidates in the First and Second Phases of this process and does not change the 3 top candidates that were selected for the interview. Thus,

no changes were verified concerning the candidate with the highest score who will be selected for this position.

Lisbon, 3rd of November 2023

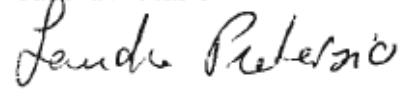


Patrícia Napoleão
(President of the Jury)

Yulia Carvalho



Sandra Protásio



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ANNEX I a) - 1st Phase - EVALUATION

Candidate Name	Curricular Evaluation (60%)				Motivation Letter (10%)		Total CV	Total Motivation Letter	TOTAL (CV + Motivation Letter)
	Degree (20%)	Experience (20%)	Technical Skills (10%)	Soft Skills (10%)	Motivation & Interest (5%)	English (5%)			
Alan Vinicius Assunção Luiz	20,00	10,00	9,00	10,00	1,00	4,00	49,00	5,00	54,00
Alexandra Rusu	20,00	0,00	7,00	5,00	1,00	4,00	32,00	5,00	37,00
Ana Catarina Neves	10,00	10,00	8,00	5,00	1,00	4,00	33,00	5,00	38,00
Ana Fontes	10,00	0,00	6,00	5,00	1,00	5,00	21,00	6,00	27,00
Ana Isabel Fonseca	10,00	0,00	9,00	8,00	2,00	5,00	27,00	7,00	34,00
Ana Julia Davila	20,00	20,00	9,00	5,00	2,00	2,00	54,00	4,00	58,00
Ana Luisa Rayagra	20,00	0,00	0,00	5,00	2,00	2,00	25,00	4,00	29,00
Ana Raposo	20,00	10,00	4,00	5,00	2,00	4,00	39,00	6,00	45,00
Ana Rita Fonseca	10,00	5,00	0,50	5,00	2,00	4,00	20,50	6,00	26,50
Ana Rita Mariano	10,00	0,00	7,00	5,00	4,00	4,00	22,00	8,00	30,00
Ana Rita Soares	20,00	0,00	7,00	8,00	2,00	4,00	35,00	6,00	41,00
Ana Sequeira	20,00	15,00	0,50	5,00	2,00	2,00	40,50	4,00	44,50
Ana Veloso	10,00	15,00	7,00	5,00	2,00	5,00	37,00	7,00	44,00
Andreia Cardetas	10,00	0,00	10,00	10,00	2,00	4,00	30,00	6,00	36,00
Andreia Monteiro	20,00	15,00	8,00	10,00	1,00	4,00	53,00	5,00	58,00
António Nunes	20,00	5,00	4,00	8,00	1,00	5,00	37,00	6,00	43,00
Anwasha Ghosh	20,00	5,00	1,00	8,00	1,00	5,00	34,00	6,00	40,00
Bárbara Freitas	10,00	15,00	4,00	10,00	2,00	4,00	39,00	6,00	45,00
Beatriz Farinha	10,00	0,00	7,00	5,00	2,00	4,00	22,00	6,00	28,00
Beatriz Galvão	20,00	10,00	10,00	3,00	2,00	5,00	43,00	7,00	50,00
Carla Silva	20,00	0,00	7,00	5,00	2,00	4,00	32,00	6,00	38,00
Carolina Fernandes	10,00	0,00	4,00	5,00	1,00	4,00	19,00	5,00	24,00
Cathy Paulino	20,00	20,00	9,00	8,00	2,00	4,00	57,00	6,00	63,00
César Casanova	20,00	8,00	0,50	8,00	2,00	4,00	36,50	6,00	42,50
Claudia Afonso	20,00	10,00	7,00	8,00	2,00	5,00	45,00	7,00	52,00
Cristina Casalou	20,00	10,00	9,00	5,00	4,00	4,00	44,00	8,00	52,00
Elton Gomes	20,00	20,00	9,00	5,00	2,00	5,00	54,00	7,00	61,00
Emanuel Senra	20,00	8,00	7,00	8,00	2,00	4,00	43,00	6,00	49,00
Euder Dias	20,00	15,00	2,00	8,00	1,00	2,00	45,00	3,00	48,00
Farid Soleymani	20,00	20,00	9,00	8,00	0,00	5,00	57,00	5,00	62,00
Filipa Cantanhede	10,00	8,00	4,00	8,00	5,00	5,00	30,00	10,00	40,00
Filipa Lagoa	10,00	0,00	7,00	5,00	2,00	4,00	22,00	6,00	28,00
Filipa Manuel	20,00	20,00	9,00	5,00	1,00	5,00	54,00	6,00	60,00
Ghazanfar Ali	20,00	20,00	10,00	8,00	4,00	5,00	58,00	9,00	67,00
Guilherme Silva	10,00	8,00	4,00	5,00	2,00	5,00	27,00	7,00	34,00
Hajrabibi Ali	20,00	20,00	10,00	10,00	4,00	5,00	60,00	9,00	69,00
Hina Khalid	20,00	10,00	7,00	8,00	0,00	5,00	45,00	5,00	50,00
Inês Fonseca	20,00	0,00	7,00	5,00	2,00	5,00	32,00	7,00	39,00
Inês Morais	20,00	5,00	8,00	5,00	2,00	4,00	38,00	6,00	44,00
Inês Rodrigues	10,00	5,00	4,00	8,00	5,00	4,00	27,00	9,00	36,00
Inês Sá da Costa Pereira Borges	20,00	15,00	6,00	8,00	1,00	1,00	49,00	2,00	51,00
Joana Azevedo Lopes	20,00	0,00	4,00	8,00	2,00	4,00	32,00	6,00	38,00
Joana Margarida Santos Costa	20,00	0,00	7,00	8,00	2,00	5,00	35,00	7,00	42,00
João Almeida	20,00	0,00	2,00	3,00	1,00	5,00	25,00	6,00	31,00
João Victor Santana	10,00	20,00	2,00	5,00	2,00	5,00	37,00	7,00	44,00
Kayane Soares	20,00	5,00	0,50	5,00	1,00	2,00	30,50	3,00	33,50
Lorena Pereira	20,00	0,00	7,00	5,00	1,00	4,00	32,00	5,00	37,00
Lucila Pacifico	20,00	10,00	4,00	3,00	0,00	2,00	37,00	2,00	39,00
Marco Oliveira	20,00	5,00	10,00	8,00	0,00	5,00	43,00	5,00	48,00
Margarida Brás	20,00	8,00	8,00	3,00	2,00	4,00	39,00	6,00	45,00
Margarida Silva	20,00	10,00	10,00	8,00	2,00	5,00	48,00	7,00	55,00
Maria A Sintra	20,00	0,00	7,00	8,00	0,00	4,00	35,00	4,00	39,00
Maria Catarina Almeida	20,00	10,00	7,00	8,00	1,00	4,00	45,00	5,00	50,00
Maria Ribeiro	10,00	0,00	0,00	5,00	1,00	5,00	15,00	6,00	21,00
Mariana Custódio	20,00	5,00	0,50	8,00	2,00	2,00	33,50	4,00	37,50
Mariana Martins da Conceição	20,00	20,00	9,00	10,00	5,00	4,00	59,00	9,00	68,00
Marta Barbosa	20,00	10,00	7,00	5,00	4,00	4,00	42,00	8,00	50,00
Marta Falcão	10,00	5,00	6,00	5,00	2,00	4,00	26,00	6,00	32,00
Miguel Serrano	10,00	0,00	4,00	5,00	1,00	4,00	19,00	5,00	24,00
Miguel Vigário	20,00	0,00	2,00	8,00	2,00	5,00	30,00	7,00	37,00
Milani Rodrigues	20,00	20,00	9,00	5,00	2,00	4,00	54,00	6,00	60,00
Murilo Amorim	10,00	10,00	7,00	3,00	1,00	1,00	30,00	2,00	32,00
Patrícia Ferreira	20,00	0,00	0,50	5,00	1,00	4,00	25,50	5,00	30,50
Patrícia Rocha	20,00	0,00	7,00	5,00	2,00	2,00	32,00	4,00	36,00
Pedro Marreiros	20,00	5,00	7,00	5,00	1,00	4,00	37,00	5,00	42,00
Pedro Ribeiro	10,00	0,00	0,50	5,00	2,00	2,00	15,50	4,00	19,50
Petra Albuquerque	20,00	0,00	0,00	3,00	1,00	4,00	23,00	5,00	28,00
Ricardo Oliveira	20,00	0,00	7,00	3,00	1,00	4,00	30,00	5,00	35,00
Rita Costa Pires	20,00	10,00	4,00	5,00	1,00	2,00	39,00	3,00	42,00
Rita Soares	20,00	8,00	7,00	3,00	2,00	2,00	38,00	4,00	42,00
Rodrigo Manuel Colhe	20,00	5,00	0,50	3,00	1,00	1,00	28,50	2,00	30,50
Rossana Roque	20,00	10,00	7,00	8,00	2,00	5,00	45,00	7,00	52,00
Samuel Silvestre	10,00	5,00	0,50	3,00	5,00	5,00	18,50	10,00	28,50
Sara Mendes	10,00	5,00	0,50	10,00	1,00	2,00	25,50	3,00	28,50
Sónia Pereira	20,00	10,00	7,00	5,00	5,00	5,00	42,00	10,00	52,00
Teresa Carpinteiro	10,00	20,00	10,00	10,00	4,00	4,00	50,00	8,00	58,00
Vanessa Carvalho Luz	20,00	8,00	7,00	8,00	2,00	4,00	43,00	6,00	49,00
Vera Amores	20,00	0,00	7,00	5,00	2,00	5,00	32,00	7,00	39,00