

**Ata nº1:** Meeting of the Jury for the attribution of the Post-Doc Scholarship in the context of the FCT funded project “Soil Ecosystems in the XXI Century: drivers, conservation and future scenarios”, with the reference FCT-PTDC/BIA-CBI/2340/2020 and led by the Polytechnic Institute of Viana do Castelo (IPVC).

### **Selection of candidates**

**Reference:** BIPD\_01\_2021\_FCT-PTDC/BIA-CBI/2340/2020

On the fourteenth of October of 2021, the selection jury designated by the job post BIPD\_01\_2021\_FCT-PTDC/BIA-CBI/2340/2020, approved by the IPVC President on the 26 of August of 2021 and composed by Carlos António Bastos de Morais Guerra (President), Susana Miguel Afonso Mendes Moura (Speaker), Isabel Maria Duarte Rosa (Speaker), met through videoconference with the purpose of selecting the candidates for the Post-Doc position according to the evaluation criteria set by the job post BIPD\_01\_2021\_FCT-PTDC/BIA-CBI/2340/2020.

The Jury has evaluated the curricular information present in the application materials submitted by the candidates electronically using the email bolsainvestigacao@ipvc.pt. For the purpose of this process, all candidates were admitted to the interview stage. For this evaluation, our assessment was that all candidates met the minimum requirements for the interview, namely: i) expertise in handling and assembling large datasets; ii) very good knowledge of statistical modelling, preferably with R; iii) good knowledge of spatial statistics and modelling; iv) very good spoken and written English; v) Very good sense of organization; and vi) good publication record.

The admitted candidates were the following (in no particular order):

Márcia Bessa da Silva  
Concha Cano Díaz  
Xuejing Wang  
Andres F. Rodriguez  
Fakher Abbas  
Speranza C. Panico  
Awais Shakoor

For the purpose of this application procedure, the Jury considered 50% of the classification to be related to the CV and cover letter evaluation, and the remaining 50% related to the interview procedure. During the interview, the candidates were asked to give a presentation about their work, followed by an interview that focused on: i) set-up and manage a soil biodiversity and ecosystem function dataset in support of the project; ii) for the development of predictive and spatially explicit models of both functional and biological diversity in soils considering multiple futures; iii) assessing the soil nature conservation priorities for the north of Portugal; iv) support the coordination of the project, namely by supporting the organization of international

workshops and the planning of sampling activities in the North of Portugal region; v) support the sampling of soils across the north of Portugal.

The candidates were evaluated and the following ranking was achieved (details in Annex 1):

<b>Candidate</b>	<b>Score</b>	<b>Ranking</b>
Concha Cano Díaz	15	1
Andres F. Rodriguez	13.5	2
Speranza C. Panico	13	3
Awais Shakoor	12	-
Xuejing Wang	11	-
Fakher Abbas	9.5	-
Márcia Bessa da Silva	-	-

\* in light grey, the candidates that were not ranked given their scores.

\*\* in dark grey, Márcia Bessa da Silva decided to quit the evaluation procedure, so she did not receive a final score.

With this ranking the Jury decided to give the job position to Concha Cano Díaz. The job position will be given to the first candidate and, in case of decline, to the second and so on. Candidates with scores lower than 13 will not be called for a job offering.

Without anything else to discuss, the current procedure was closed and signed by the president of the Jury.



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(Carlos António Bastos de Morais Guerra)

**Annex 1** - Evaluation table following the criteria stated in the job post BIPD\_01\_2021\_FCT-PTDC\_BIA-CBI\_234\_2020\_SM

<b>Candidate</b>	<b>Evaluation element</b>	<b>Partial score</b>	<b>Final score</b>
Concha Cano Díaz	Curriculum (50%): The candidate shows a very good publication record, with several first author publications. In terms of organization skills, the candidate shows very good examples related to the organization of meetings and of her research activities. The candidate shows very good statistical and modelling skills as show in her publications and courses. Considering her previous work, the candidate also shows a very good knowledge of handling large datasets.	16	15
	Interview (50%): The candidate demonstrated to have very good knowledge of handling large datasets, as well as statistical modelling, although she does not have adequate experience in GIS nor in scenario modelling. The candidate also showed good team working skills as well as in leading meetings and research activities. The candidate has extensive experience in dealing with soil biodiversity data. The candidate demonstrated clear career goals that fit in the scope of the project.	14	
Andres F. Rodriguez	Curriculum (50%): The candidate shows a good publication record, with several first author publications. In terms of organization skills, the candidate shows very good examples related to the organization of meetings and of his research activities. The candidate shows good statistical and modelling skills, but his proficiency in coding languages and in the handling large datasets is unclear.	14	13.5
	Interview (50%): The candidate demonstrated to have good knowledge of handling large datasets, as well as statistical and scenario modelling, although he does not have adequate experience in GIS. The candidate also showed good team working skills as well as in leading meetings and research activities. The candidate has limited experience in dealing with soil biodiversity data. The candidate demonstrated clear career goals that fit in the scope of the project.	13	
Speranza C. Panico	Curriculum (50%): The candidate shows a good publication record, with several first author publications. In terms of organization skills, the candidate shows good examples related to the organization of meetings and of her research activities. The candidate shows good statistical and modelling skills, as well as in coding languages and in the handling large datasets.	13	13

	Interview (50%): The candidate demonstrated to have good knowledge of handling large datasets, although she showed some limitations in statistical modelling. She does not have adequate experience in GIS nor in scenario modelling. The candidate also showed good team working skills as well as in leading meetings and research activities. The candidate has good experience in dealing with soil biodiversity data. The candidate demonstrated clear career goals that fit in the scope of the project.	13	
Awais Shakoor	Curriculum (50%): The candidate shows a very good publication record, with several first author publications. In terms of organization skills, the candidate shows good examples related to the organization of meetings and of his research activities. The candidate shows very good statistical and modelling skills, as well as in coding languages and in handling large datasets.	14	12
	Interview (50%): The candidate demonstrated to have very good knowledge of handling large datasets. While his statistical and modelling skills were evaluated as good, he does not have adequate experience in GIS nor in scenario modelling. The candidate also showed good team working skills but limited experience in leading meetings and research activities. The candidate has limited experience in dealing with soil biodiversity data. The candidate did not demonstrate clear career goals that fit in the scope of the project.	10	
Xuejing Wang	Curriculum (50%): The candidate shows a good publication record, with several first author publications. In terms of organization skills, the candidate shows very good examples related to the organization of meetings and of his research activities. The candidate shows good statistical and modelling skills, as well as in coding languages and in handling large datasets.	14	11
	Interview (50%): The candidate demonstrated to have relatively good knowledge of handling large datasets. His statistical and modelling skills were evaluated as relatively good. He does not have adequate experience in GIS nor in scenario modelling. The candidate also showed good team working skills but limited experience in leading meetings and research activities. The candidate has limited experience in dealing with soil biodiversity data. The candidate did not demonstrate clear career goals that fit in the scope of the project.	8	
Fakher Abbas	Curriculum (50%): The candidate shows a relatively good publication record, with a few first author publications. In terms of organization skills, the candidate shows good examples related to the organization of meetings and of his	9	9.5

	<p>research activities. The candidate shows relatively good statistical and modelling skills, as well as in coding languages and in handling large datasets.</p>		
	<p>Interview (50%): The candidate demonstrated to have relatively good knowledge of handling large datasets. His statistical and modelling skills were evaluated as relatively good. He does not have adequate experience in GIS nor in scenario modelling. The candidate also showed good team working skills and experience in leading meetings and research activities. The candidate has good experience in dealing with soil biodiversity data. The candidate did not demonstrate clear career goals that fit in the scope of the project.</p>	10	
Márcia Bessa da Silva	<p>Curriculum (50%): The candidate shows a good publication record, with several first author publications. In terms of organization skills, the candidate shows good examples related to the organization of meetings and of her research activities. The candidate shows relatively good statistical and modelling skills, as well as in coding languages and in handling large datasets.</p>	11	5.5
	<p>Interview (50%): not evaluated.</p>	0	