

**Ata nº2:** Meeting of the Jury for the evaluation of the statement on the seriation proposal raised by the candidate Speranza C. Panico regarding 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).

### **Statement on the seriation proposal**

**Reference:** BIPD\_01\_2021\_FCT-PTDC\_BIA-CBI\_234\_2020

On the twenty fifth of October of 2021, the selection jury designated by the job post BIPD\_01\_2021\_FCT-PTDC\_BIA-CBI\_234\_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 evaluating the statement on the seriation proposal raised by the candidate Speranza C. Panico regarding the attribution of the Post-Doc Scholarship according to the evaluation criteria set by the job post BIPD\_01\_2021\_FCT-PTDC\_BIA-CBI\_234\_2020. The other candidates have either manifested their support for the evaluation procedure or have been silent regarding the same procedure.

The Jury has evaluated the statement by the candidate that was composed of two elements:

- 1) Further information on how the points were assigned to each candidate that participated in the selection procedure;
- 2) That the candidate feels that, for the fact that the president of the Jury has in the pasts been a co-author in a research paper with the person that was classified in the first place, the process was not fair and not transparent for all the candidates as, according to the candidate, they were not considered at the same level.

Regarding the first point, the Jury decided to make available the discriminated points attributed to the candidate to make the overall classification more transparent (Annex 1).

Regarding the second point, the Jury would like to clarify that in each step of the process, measurements were taken to improve the transparency and independence of the process. These measurements included: i) independent evaluation processes for both the CVs and for the interviews, i.e., classifications were given independently and also by consulting the replacement Jury members in the case of the CV evaluation; ii) all CVs were given to all Jury members and time was also given for their assessment and identification of potential conflicts of interest, with no conflict of interest being raised; and iii) all interviews were standardized and candidates were given the same time and the same set of questions in the same order.

Therefore, the Jury does not see any basis for the claim by the candidate, and will maintain the previous decision. 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 – Extended evaluation table following the criteria stated in the job post BIPD\_01\_2021\_FCT-PTDC\_BIA-CBI\_234\_2020**

**CV evaluation (0-20)**

<b>Criteria</b>	Márcia Bessa da Silva	Concha Cano Díaz	Xuejing Wang	Andres F. Rodriguez	Fakher Abbas	Speranza C. Panico	Awais Shakoor
i) expertise in handling and assembling large datasets;	8	16	12	8	8	12	16
ii) Very good knowledge of statistical modelling, preferably with R;	12	18	16	12	8	12	16
iii) good knowledge of spatial statistics and modelling;	8	15	12	16	8	12	12
iv) Very good spoken and written English;	16	15	16	20	12	16	12
v) Very good sense of organization;	12	16	16	16	12	12	12
vi) Good publication record.	12	16	12	12	8	12	16
<b>Average</b>	11.3	16	14	14	9.3	12.7	14

**Interview evaluation (0-20)**

<b>Questions:</b>	Xuejing Wang	Concha Cano Díaz	Fakher Abbas	Speranza C. Panico	Awais Shakoor	Andres F. Rodriguez
<b>Project related</b>						
What is your experience in setting-up and manage large datasets?	10.8	17.2	9.2	12	14.8	13.2
What is your experience with nature conservation questions and research?	5.2	8	8	14.8	5.2	12
<b>Statistics and Modelling</b>						
What are the main statistical technics that you are familiar with?	10.8	17.2	5.2	10.8	13.2	13.2
Are you familiar with spatial and scenario modelling? can you give examples of this in your research?	6.8	8	4	6.8	4	10.8
Are you familiar with biodiversity and ecosystem function relationship analyses?	5.2	16	9.2	12	4	6.8

(continuation)

<b>Questions:</b>	Xuejing Wang	Concha Cano Díaz	Fakher Abbas	Speranza C. Panico	Awais Shakoor	Andres F. Rodriguez
<b>Team work</b>						
What is your experience in working in large teams? Have you led research workshops?	6.8	14.8	12	12	8	16
How do you deal with heterogeneous teams? can you give examples on how to deal with conflicts?	8	12	10.8	12	12	12
What is your experience in soil sampling activities?	10.8	16	17.2	20	20	20
<b>Mentoring expectations</b>						
What is your current research strategy and how is it based on your own research network?	1.2	14.8	12	10.8	8	12
What are your future career plans?	6.8	16	9.2	16	12	16
What are your expectations in terms of mentoring?	10.8	17.2	9.2	16	13.2	12
<b>Overall classification (Interview)</b>	<b>7.6</b>	<b>14.3</b>	<b>9.6</b>	<b>13.0</b>	<b>10.4</b>	<b>13.1</b>