

Second meeting of the international selection tender panel Position of Assistant Researcher at LIP

Minutes for November 3, 2022

Present: Pedro Assis (PA), Jorgen d’Hondt (JH), José Maneira (JM, chair), Marco Pallavicini (MP), Carlos Salgado (CS)

These are the minutes of the second meeting of the international selection tender panel for the call of a position of Assistant Researcher to carry out research in Particle and Astroparticle Physics at LIP, in the framework of the Agreement- Programme “Procedimento Concursal de Apoio Institucional” (articles 17, 19 and 28 of the Scientific Employment Regulations - Regulamento do Emprego Científico - REC) 2nd edition, signed between FCT and LIP. The call was open from 30th May to 30th June 2022, 17:00 (Lisbon time).

The panel meeting took place in-person at the premises of LIP-Lisbon, on November 3rd 2022, in the same day and immediately following the public presentations by the candidates and the private interviews with the panel.

1. Candidates admitted to the second phase

There were no appeals to the results of the Scientific and Curricular Background (SCB) evaluation carried out in the first phase. The candidates ranked in the first six positions were invited to the public presentation and interview. Later, candidate Inês Ochoa declined to participate in the second phase, for personal reasons. The panel called the candidate ranked 7 in the first phase, who also declined due to the short time to prepare.

2. Public presentations and interviews

The public presentations took place in-person at LIP Lisbon in the morning of November 3, 2022 and were broadcast via zoom. The following candidates presented in alphabetic order (of the last name): Ruben Conceição, Alexandre Lindote, João Pires, Andrey Sadofyev, Cristóvão Vilela. The presentation slides are publicly available at <https://indico.lip.pt/event/1354/>.

The private interviews with the panel took place in the same day, in the afternoon, all in-person. Due to conflict-of-interest (indicated in the minutes of the first meeting), panel member Carlos Salgado excused himself and did not take part of the interview of candidate Andrey Sadofyev.

3. Second Panel Meeting

Following the interviews, the panel met and discussed the performance of the candidates in both the presentation and the interviews. The detailed assessments in these two criteria are listed in tables 1 and 2, below.

The panel noted that all five candidates exhibited a very high scientific standard, congratulated them for their achievements, and thanked them for the excellent presentations and frank discussions. The performance of the three highest ranked candidates in the first phase – Ruben Conceição, João Pires and Cristóvão Vilela – stood out as more impressive and was therefore more thoroughly scrutinized.

Candidate Cristóvão Vilela was considered to have had the best performance in the presentation and interview. The assessment was made taking into account scientific achievements and innovations, as well as clarity of future plans. Even if not yet proven, his potential to integrate and have a strong impact at LIP was also seen very positively. The panel therefore recommends that the position of Assistant Researcher be awarded to Cristóvão Vilela.

Candidate Ruben Conceição has demonstrated an impressive number of achievements in terms of group leadership, procurement of funds, attraction and supervision of students, and commitment to various academic and institute activities. He also exhibited a record of excellent scientific achievements, obtained within a group effort where his central role was made clear. He has shown to be essential to the present and future of Astroparticle Physics at LIP. Having considered him to be very close to Cristóvão Vilela, but second in the ranking, the imminent end of his current contract is clearly a reason for concern. Therefore, the committee does not hesitate in strongly recommending the LIP Directorate to make arrangements to offer Ruben Conceição as soon as possible a contract at the Assistant Researcher level, to ensure his long-term continuity and career development at LIP.

Further discussion led to the detailed assessment of each candidate in terms of candidate João Pires as third, Andrey Sadofyev as fourth and Alexandre Lindote as fifth. Individual comments for all candidates were registered in the application website (<https://candidaturas.lip.pt/>) and made available to them.

In order to reach a final classification, the panel took into account also the SCB evaluation, listed in table 1 of the minutes of the first meeting. Table 3 lists the final, ordered classification.

Table 1: Presentation assessment for all candidates admitted to the second phase, ranked according to the average of the final classification (table 3). (COI = Conflict of Interest)

ID	Name	PA	JH	JM	MP	CS	Avg.
12	Cristóvão Vilela	98	98	98	98	98	98
8	Ruben Conceição	95	95	95	95	95	95
9	João Pires	90	90	90	90	90	90
3	Andrey Sadofyev	75	75	75	75	COI	75
6	Alexandre Lindote	70	70	70	70	70	70

4. Final remarks

At the end of the meeting, the panel mandated the chair with the elaboration of these minutes, that were reviewed, revised and agreed to by all panel members.

Table 2: Interview assessment for all candidates admitted to the second phase, ranked according to average of the final classification (table 3). (COI = Conflict of Interest)

ID	Name	PA	JH	JM	MP	CS	Avg.
12	Cristóvão Vilela	100	100	100	100	100	100
8	Ruben Conceição	97	97	97	97	97	97
9	João Pires	85	85	85	85	85	85
3	Andrey Sadofyev	70	70	70	70	COI	70
6	Alexandre Lindote	60	60	60	60	60	60

Table 3: Final classification (FC) for all candidates admitted to the second phase.

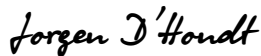
ID	Name	SCB	PP	I	FC
12	Cristóvão Vilela	89	98	100	94
8	Ruben Conceição	85	95	97	91
9	João Pires	89	90	85	88
3	Andrey Sadofyev	71,25	75	70	72
6	Alexandre Lindote	74	70	60	69

5. Signatures

Pedro Assis



Jorgen d'Hondt



José Maneira



Marco Pallavicini



Carlos Salgado

