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Jury Meeting Minute
1 JUNIOR RESEARCH ASSISTANT
Reference IMM/CT/20-2020

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Junior Research Assistant to join the **Immune Regulation Laboratory** coordinated by Marc Veldhoen under **European Union's Horizon 2020 ERA Chair Project EXCELLtoINNOV** (GA667824), funded by the European Commission.

The job advert was published in EraCareers on 8th May 2020, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 12 working days starting on 8th May and ending on 25th May 2020.

All applicants are listed in Annex I attached to current minute.

The applicants identifies below were excluded since they didn't send all required documents:

- Ana Crispini
- Carmine D' Amico
- Teresa Fonseca

On the 29th of May 2020 the jury composed by Marc Veldhoen, Birte Blankenhaus and Marta Baptista communicated and analyzed the application documents (-Motivation Letter; Detailed CV; - BSc certificate) in accordance to the profile and work plan indicated in the job advert.

All admitted applications were analyzed according to the following selection method, which was also indicated in the job advert:

- 1st Phase: CV, Motivation Letter and Research experience (70%);
- 2nd Phase: Interview: 30%

Curriculum, Motivation letter and Research Experience (70%)

It was assigned the following valuation to each one of the criteria:

- Practical experience with cellular biology and cell culture techniques (20%)
- Practical experience with molecular biology techniques (30%)
- Willingness and experience to perform procedures with mice (10%)
- Experience with additional methodologies such as Flow cytometry (10%)

The analysis and discrimination of each candidate classification in this First Phase is presented in the table of Annex II where all admitted applicants were ranked by order, from the highest to the lowest classification.

Following this, XX applicants obtained a score equal and/or higher than XX%. In this case the applicants selected for an interview are identified below. The interview took place on June 5th 2020.

- Ana Patrícia Jesus
- Cátia Rocha
- Júlia Fanczal
- Kateryna Kholod
- Yulia Carvalho

INTERVIEW (30%)

For the interview were considered the below requirements:

- Able to communicate effectively with staff at all levels, both orally and in writing (10%)
- Good time management and prioritisation skills (10%)
- Flexible approach to job role (5%)
- Sociable and able to maintain intra- and inter-laboratory collaborations (5%)

The analysis and discrimination of each candidate classification in Second Phase and total classification in both phases are presented in the table of Annex III attached to this minute.

Lisbon, 9 June 2020

Birte Blankenhaus



Marc Veldhoen



Marta Baptista



ANNEX I - LIST OF APPLICANTS

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Adam Kozlowski	Evangelia Nikou	Rafaela Agostino
Agner Parra	Fabiana Paradinha	Raquel Coimbra
Ahmad Mahmoudi	Femi Tharakan	Raquel García
Alessandra Colantuoni	Hasti Calá	Raquel Moreira dos Santos
Alexandra Sousa	Inês Santos	Ricardo Resende
Ana Crispini	Joana Dias	Rui Oliveira
Ana Filipa Amendoeira	João Aguiar	Sandra Rodriguez
Ana Margarida Tomé	Joel Pedrosa	Sara Isidoro
Ana Patrícia Jesus	Júlia Fanczal	Sérgio Mendes
Ana Rita Mendes	Juliana Engel	Silvia Incalcaterra
Antonella Iaconis	Karla Valdiviesco	Sunamita Lima
Barbara Valdes	Kateryna Kholod	Thiago Chaves
Berbard Pinero	Lenin Christudhas	Tiago Durães
Bianca Miranda Basso	Lorenzo García	Vera Dermesrobian
Bruno Conti	Magdalena Jankowska	Yulia Carvalho
Carmine D' Amico	Mariana Anastácio	
Catarina Antunes	Mariana Mateus	
Catarina Campos	Marta Serrano	
Catarina Carvalho	Miguel Amador Pereira	
Cátia Mendes	Miguel Guedes	
Cátia Pires	Miguel Rocha	
Cátia Rocha	Nuno Regêncio	
Cindy Oliveira	Patrícia Antunes	
Daniela Carvoeiro	Patrícia Eugénio	

ANEXO I

ANNEX II

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Applicants					Total ANNEX I (70%)	Justification
	Practical experience with cellular biology and cell culture techniques (20%)	Practical experience with molecular biology techniques (30%)	Willingness and experience to perform procedures with mice (10%)	Experience with additional methodologies such as Flow cytometry (10%)		
Júlia Fanczal	18	30	10	8	66	FRET Microscopy, transfections, supervised others, Msc Biology, PhD. PT A2, EN Good
Kateryna Kholod	18	28	8	8	62	Microscopy, FACS, International, virus, MSc, Native PT EN good
Yulia Carvalho	20	28	6	8	62	International, lentivirus production, FACS, microscopy, PhD, PT B1, EN C2
Ana Patrícia Jesus	18	25	8	10	61	Small Intestinal work, ERASMUS, International, FACS, MSc Biological Engineering, Native + EN C1
Cátia Rocha	20	30	0	10	60	FACS, supervision, seq, ChIP, Microscopy, MSc biomedical science, PhD, Native PT + EN fine (?)
Bernard Pinero	15	35	0	6	56	Inter, Sequencing, FACS, MSc (?), Native PT and Fluent EN

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Silvia Incalcaterra	15	25	10	6	56	Intern, Microscopy, supervision, MSc Medical Biology, Italien, EN C1
Miguel Guedes	20	30	0	4	54	Microscopy, Msc Marine Biology, Native PT, EN good
Juliana Engel	10	30	10	2	52	International, MSc Publ Health, Naïve PT, Good EN
Raquel Garcia	20	30	0	2	52	International, ERASMUS, MSc Research, Development,, Spanish, EN B2
Sandra Rodriguez	15	25	10	2	52	Microcopy, MSc Biomedicine, Spanish, EN B2
Vera Dermesrobian	20	25	0	6	51	International, FACS, Microscopy, MSc Biochemistry and Biotechnology, No PT, EN Good
Catarina Antunes	18	25	0	4	47	International, Microscopy, MSc Regenerative Medicine, Native PT + EN fluent
Daniela Carvoeiro	15	25	0	6	46	FACS, Microcopy, CRISPR, MSc MOLECULAR BIOMEDICINE, native PT EN good

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Cátia Mendes	18	25	0	2	45	FACS, CBA, MSc biochemistry, Native PT, fine EN
Joel Pedrosa	18	25	0	2	45	FACS, MSc forensic, Native PT, EN?
Karla Valdivieso	18	25	0	2	45	FISH, Microscopy, PT no, EN ?, MSc cell and molecular biology
Thiago Chaves	15	25	0	2	42	Inter, MSc Cellular and Molecular Biology, Native PT, EN good
Catarina Campos	10	30	0	0	40	MSc Molecular Biology and Genetics, Native PT, good EN
Cátia Pires	15	25	0	0	40	MSc Clinical Analy, Native PT + EN Good
Marta Serrano	15	20	0	5	40	International, autoFACS, microscopy, BSc biolog science, PT and EN fluent
Ana Margarida Tomé	15	20	0	4	39	Microscopy, FACS, MSc Biopharmaceutical Sciences, Native + good EN

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Evangelia Nikou	10	25	0	4	39	Intern, ERASMUS, Bsc not yet? PT A1, EN C2
Sara Isidoro	10	25	0	4	39	FACS, Microscopy, MSc Microbiology, PT native, EN C2
Agner Parra	15	20	0	2	37	International, MSc molecular and cellular biology, MD. No PTm EN C1
Patrícia Eugénio	0	30	5	2	37	Microscopy, MSc, PT native, EN adv
Rui Oliveira	15	20	0	2	37	CRISPR, MSc Applied Biology, PT native, EN good
Lenin Christudhas	10	20	0	6	36	Seahorse, Microscopy, int, MSc Biotechnology, PT B1, EN C1
Antonella Iaconis	20	10	0	2	32	International Msc Biology, Good PT and B1 EN
Catarina Carvalho	10	20	0	2	32	International, MSc (finishing), Native PT + Good EN

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Fabiana Paradinha	10	20	0	2	32	FACS, MSc, native PT, good EN
Inês Santos	10	20	0	2	32	Microscopy, MSc Microbiology, Native, EN?
Miguel Rocha	10	20	0	2	32	CRISPR, Master's in Biotechnology, PT native
Raquel Moreira dos Santos	0	30	0	2	32	Microscopy, MSc in Forensic Genetics, Native PT, EN good
Bruno José Conti	10	15	0	6	31	flow, PhD -Immunology, Native + EN Adv
João Aguiar	18	10	0	2	30	Microscopy, BSc MolBiol, Native Pt, EN C1
Miguel Amador Pereira	15	10	0	2	27	International, BSc Biomedical Science , Native PT, EN good
Bianaca Miranda Basso	0	25	0	0	25	MSc in Oncobiology, Native + EN B1

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Lorenzo García	15	0	10	0	25	badly written CV for this application, not sure if he knows what he is applying for, Pharmacy PhD, Spanish, EN good
Alessandra Colantuoni	15	5	0	4	24	FACS, Microscopy, MSc Master Degree in Industrial Biotechnology IT + EN C1
Magdalena Jankowska	15	5	0	4	24	Intern ERASMUS. Microscopy, BSc Biotechnology, PT A2, EN C1
Mariana Anastácio	0	20	0	4	24	Microscopy, intern ERASMUS, MSc Human Biology and Environment, Native PT and C1 EN
Rafaela Agostinho	0	20	0	2	22	Microscopy, PT native, EN B2, Msc in Oncobiology
Cindy Oliveira	0	20	0	0	20	MSc nantech, Native PT + EN C1
Ana Filipa Amendoeira	15	0	0	2	17	Microscopy: Master in Biochemistry for Health, Native + good EN
Sérgio Mendes	10	5	0	2	17	ERASMUS, MSc Microbiology, PT native, EN B2

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Tiago durães	10	0	0	4		, Native PT, EN good Microscopy, FACS, MSc Biochemistry
Barbara Valdes	10	0	0	2	12	International exp. PhD Pharmacy, Spanish and Fluent EN
Raquel Coimbra	5	5	0	2	12	International, MSc Marine Biology Fisheries, PT native EN C1
Nuno Regêncio	0	10	0	0	10	MSc Molecular Biomedicine, PT native, EN medium
Patrícia Antunes	10	0	0	0	10	MSc Biotech, PT native, EN good
Hasti Calá	0	0	0	2	2	, MSc (?) Biotech, PT and EN good. No requested skills presented in CV.
Adam Kozlowski	0	0	0	0	0	Very different CV and letter, little information. Not sure if a science academic title (MD?) is present or any ability to use the Portuguese language. No further scoring was performed.
Ahmad Mahmoudi	0	0	0	0	0	Seems to apply for a PhD position. No command of Portuguese, no additional scoring performed.


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Alexandra Sousa	0	0	0	0	0	BSc, doing MSc; Native + EN B2, little information on techniques mastered in CV.
Ana Rita Mendes	0	0	0	0	0	MSc Genetics and Molecular Biology, plants. Native and fluent EN. No technical specifications in CV.
Femi Tharakan	0	0	0	0	0	MSc (?), no PT good EN. No information on techniques mastered or applied in CV.
Joana Dias	0	0	0	0	0	MSc, Native PT and EN good. Little information to go on in CV.
Mariana Mateus	0	0	0	0	0	MSc Vet, Native PT C1 EN. No other relevant information in CV
Ricardo Resende	0	0	0	0	0	MSc Oncobiology, Native PT, EN good. 1 page CV without required information to score.
Sunamita Lima	0	0	0	0	0	MSc sciences , PT native, EN good, no technical experiences in CV

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ANNEX III

Employment Contract - Ref. IMM/CT/20-2020



Applicants	Interview (30%)				Total ANNEX III	Total ANNEX II + ANNEX III	Justification
	Able to communicate effectively with staff at all levels, both orally and in writing (10%)	Good time management and prioritisation skills (10%)	Flexible approach to job role (5%)	Sociable and able to maintain intra- and inter-laboratory collaborations (5%)			
Júlia Fanczal	8	10	5	5	28	94	PhD from 2019, more limited ability regarding Portuguese language. All techniques present, from cell culture, DNA extraction and lab management experience (ordering and maintaining stocks). FACS experience not present, but has FSLASA C and can handle mice, do
Cátia Rocha	10	10	5	5	30	90	Good experiences, pleasure to speak to and very social. Experience in IBD. Looking for Postdoc in the future. Has little technical experience with mice. Labmanagement experience gained.
Ana Patrícia Jesus	7	10	5	5	27	88	Good background in biological sciences. Worked with intestine. Some experience with mice dissection, but not techniques. No labmanagement experience, but maintaining stocks.
Kateryna Kholod	7	8	5	4	24	86	Good background, basic knowledge on cell culture, DNA extraction present. Some experience with mice, but no licence or in vivo technical experience. Some labmanagement experience in maintaining stocks, not orders.
Yulia Carvalho	7	10	4	3	24	86	Very good background, starting as lab-tech but progressed to more independence. Looking for a more permanent position. Done genotyping and orders. Requires 4 weeks notice.
					0	0	