Final Jury Meeting Minute

IMM/CT/19-2020

On 26th June 2020 was published the jury meeting minute regarding the procedure for hiring a Postdoctoral researcher, where all admitted candidates to such procedure were identified and evaluated.

During the preliminary hearing period of 10 working days, on 26th June 2020 and 3rd July 2020, two applicants, **Ana Paço** and **Karina Marangoni**, respectively, pronounced about the process by requesting clarifications about the evaluation given by the jury.

In case of Dr. Ana Paço, the request for clarification was sent to Human Resources Office through email, which is transcribed below:

"Dear sirs,

Within the 10 days for clarification of the process of evaluation, I would like to refer that I have scientific expertise in RNA molecular biology techniques, as you can see in several papers where I'm the first author. In attach, I send these papers.

At the moment, I have more 2 paper in preparation where I use RNA molecular biology techniques. For example, during my work in I3S (Porto) I study the effects of HOX genes expression in breast cancer by qRT-PCR, applying for that my knowledge in RNA molecular biology techniques and also RNAi to silencing HOX genes. You can confirm the preparation of these papers with my references contacts, doctor Renata Freitas Renata.Freitas@ibmc.up.pt and doctor Clarisse Brigidoccb@uevora.pt."

In the case of Dr. Karina Marangoni, an email was sent to Human Resources Office with the request for clarification and reassessment document attached, which appears in current jury meeting minute.

Following both requests, the jury have gone through each documentation again and decided to maintain each candidate classification and ranking, according to the justification also attached to this jury meeting minute which shall form an integral part thereof.

Thus, no changes were verified in what concerns to each applicant classification and ranking, communicated by the minute of the jury dated 26th June 2020 which shall remain unchanged.

The Heads of the Institution reiterate the validation given on 26th June 2020.

Lisbon, 13th July 2020

Maria Carmo-Fonseca
(President of the Jury and Responsible for the project)

Maria Teresa T. F. Carvalho Gonçalves
Teresa Carvalho

João Carlos Barbosa Pereira Martins
Sandra Martins

Validation by the Heads of the Institution

Professor Bruno Silva Santos
Vice-President of iMM

Professor Maria M. Mota
Executive Director

Instituto
de Medicina
Molecular

João Lobo
Antunes

Lisbon, 29th June 2020

Subject: Evaluation of the Postdoctoral Researcher Position - Reference IMM/CT/19-2020

Dear Dr. Ana Paço,

On the 26th June 2020, after public divulgation of the evaluation results for the Postdoctoral Researcher Position at IMM (Reference IMM/CT/19-2020), we would like to clarify the following regarding your personal curricular evaluation:

- all admitted applications were analyzed according to the Curriculum Vita of the candidates (100%), as indicated in the job advert, based on: (a) Quality of scientific publications, including the PhD thesis (40%), (b) Expertise in culture and differentiation of iPSC (30%), and (c) Expertise in RNA molecular biology and biochemistry (30%), by the three members of the jury.
- On criterion a), your application obtained the maximal score (40%) considering the quality and high number of scientific publications in *peer review* journals
- On criterion b), your score was 0 because you have no expertise in culture and differentiation of hiPS cells.
- On criterion c), your application was ranked intermediate (20%) taking into account your experience in molecular biology, but no specific expertise on RNA methods.

Based on this, the final evaluation score will remain unchanged.

Best regards,

Maria Carmo-Fonseca
(President of the Jury and Responsible for the project)

Teresa Carvalho

Sandra Martins

REVALUATION REQUEST

Call for a Postdoctoral Researcher correspondent to the initial level

Reference IMM/CT/19-2020

Karina Marangoni, Brazilian, biologist, registered with the CPF under nº 045.098.146-07 and RG nº MG-10.570.032, come, in due time, to the presence of this Judging Committee to request the **revaluation of my score**, based on the supporting documents submitted for application and also on the criteria set out in the **Reference Notice IMM/CT/19-2020.**

3rd July, 2020.

Karina Marangoni, PhD

Considering the selection method adopted by the jury, I'd like to request a review of my score for the following criteria:

b. Expertise in culture and differentiation of iPSC, in which I got 7.67% out of 30%.

As demonstrated in my CV and supporting documents, I have experience in:

- ✓ **2D and 3D culture cell (from cell lines**, **primary culture and stem cells)** as evidenced in the "Supporting Documents" file on pages:
  - **nº 48**, with the book publication "3D Cell-SELEX: in vitro selection of RNA aptamers for prostate cancer".
  - **nº 52**, with the article publication "Extracellular vesicles as drivers of epithelial-mesenchymal transition and carcinogenic characteristics in normal prostate cells".
  - **nº 54**, with the article publication "Advances in cell culture: more than a century after cultivating cells".
  - **nº 56**, with the article publication "Different gene therapy strategies: a overview for prostate cancer".
  - **nº 57**, with the article publication "3D Cell-SELEX: Development of RNA aptamers as a molecular probes for PC-3 tumor cell line".
  - **nº 68**, with the conference article "Gene expression of prostate tumor cell lines: comparison of 3D and 2D tumor models".
  - **nº 69**, with the conference article "Screening of RNA aptamers specific to PC-3 prostate cancer cell line by using 3D-Cell SELEX".
  - **nº 140**, with the collaboration and participation in the project "Molecular basis of regulation, proliferation and differentiation of urogenital neoplasia stem cells: implications on pathogenesis and cancer therapy".
  - **nº 144**, with the supervision of research work "Molecular basis of the regulation of activation, proliferation and differentiation of prostatic stem cells: implications of pathogenesis and cap therapy".
  - **nº 146**, with the supervision of research work "Selection and validation of cell-SELEX prostate cancer border specific cells".
  - **nº 192, 193 and 195**, with the teaching in the subject "Cell and Tissue Culture"

c. Expertise in RNA molecular biology and Biochemistry, in which I got 25.33% out of 30%.

As demonstrated in my CV and supporting documents, I have experience in:

- ✓ **RNA seq** as evidenced in the "Supporting Documents" file on pages:
  - **nº 21**, with the course participation "Genetics and Next Generation Sequencing for Bioinformatics".
    At the end of this course I acquired solid knowledge and experience in: use cloud-based platform Galaxy to analyze large sequencing datasets (RNA and DNA), recent advances in DNA and RNA sequencing technology, assess quality of raw data, applications in Personalized Cancer Therapy and Disease Research, and use FastQC and Trimmomatic to improve data quality.
  - **nº 23**, with the course participation "NGS: The new era in DNA sequencing and data analysis".
    The course covers the following topics: types of platforms (Ion Torrent, 454 Roche, Solid, Illumina, Pacbio, Nanopore), comparison between platforms, approaches to quality and cost assessment of sequencing, strategies for genome assembly, types and coverage of assemblies, techniques for evaluating a assembly, methods to process raw data from genome-wide mRNA expression studies (microarrays and RNA-seq) including data normalization, differential expression, clustering, enrichment analysis and network construction, annotation of genomes, genomics and applications, software for Pan-Genome analysis, applications of Pan-genome analysis, phylogenomics, programs used to build phylogenomic trees, applications of phylogenomics, systenia analysis, variant analysis software (SNP).

In this way, and in accordance with the considerations mentioned above, I'd like to request, to the respectable jury, **revaluation of my score**, based on the supporting documents submitted for application and also on the criteria set out in the **Reference Notice IMM/CT/19-2020.**

Thanks for the opportunity.

Instituto
de Medicina
Molecular

João Lobo
Antunes

Lisbon, 6th July 2020

Subject: Evaluation of the Postdoctoral Researcher Position - Reference IMM/CT/19-2020

Dear Dr. Karina Marangoni,

On the 6th July 2020, after public divulgation of the evaluation results for the Postdoctoral Researcher Position at IMM (Reference IMM/CT/19-2020), we would like to clarify the following regarding your personal curricular evaluation:

- all admitted applications were analyzed according to the Curriculum Vita of the candidates (100%), as indicated in the job advert, based on: (a) Quality of scientific publications, including the PhD thesis (40%), (b) Expertise in culture and differentiation of iPSC (30%), and (c) Expertise in RNA molecular biology and biochemistry (30%), by the three members of the jury.
- On criterion a), your application obtained the maximal score (40%) considering the quality and high number of scientific publications in *peer review* journals
- On criterion b), your score was ranked low (7,67%) because despite expertise in 3D and 2D culture of prostatic primary tumor cell lines, you have no expertise in culture and differentiation of induced pluripotent stem cells (hiPSCs).
- On criterion c), your application was ranked high (25,33%), but other candidates ranked higher due to more extensive expertise in RNA molecular biology and biochemistry.

Based on this, the final evaluation score will remain unchanged.

Best regards,

Maria Carmo-Fonseca
(President of the Jury and Responsible for the project)

Teresa Carvalho

Sandra Martins