Jury Meeting Minute
1 RESEARCH ASSISTANT
Reference IMM/CT/31-2020

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Research assistant to join Dermatology Laboratory coordinated by Paulo Filipe PhD, under the research project *"The IL-23/IL-17 axis and angiogenesis in non-melanoma skin cancer"*, funded by Almirall, S.A.,

The job advert was published in EraCareers on 1st July 2020, and also disseminated in iMM website.

The call was opened for 16 working days starting on 2nd July and ending on 23rd July 2020, having applied the following candidates:

- André Monteiro
- Ariana Colaço
- Ariana Santos
- Bruna Coelho Almeida
- Carla Pereira
- Carolina Alves
- Catarina Domingos
- Catarina Silva
- Cindy Oliveira
- Cláudia Clara
- Cláudia dos Santos Duarte
- Cleandra Gregório
- Dalila Lopes
- Daniela Silva
- Elahe Parvini
- Filipa Santos
- Gabriela Cruvinel
- Inês Saraiva
- Iswarya Sreeram
- Joana Pinto Dias

- Joana Torrejais
- Lays Oliveira Rocha
- Lenka Henao Misiková
- Margarida Serrano
- Maria Beatriz Lotra
- Maria Leones
- Mariana Correia
- Marta Leite
- Miguel Lança
- Mileida Costa
- Qi Shi
- Rafaela Agostinho
- Raquel Lopes
- Ricardo Resende
- Sandra Cordeiro
- Sandra Rodríguez Domínguez
- Stéphanie Leal

The applicant **Ricardo Resende** was excluded since he didn't send all required documents.

On the 27th July 2020 the jury composed by Paulo Filipe, João Ferreira and Daniela Cunha met to analyzed the application documents (-Motivation Letter; Detailed CV; - Contacts of 2 references) 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: Curricular evaluation: 50% and Motivation Letter: 25%;

   2nd Phase: Interview: 25%

Curriculum (50%)

Under the Curriculum Vitae it was assigned the following valuation to each one of the criteria:

- BSc or Master's degree in Life Sciences (*eg*, Pathology, Biology, Biochemistry) (12,5%);
- Experience in basic laboratory skills (12,5%);
- Experience in basic cell and molecular biology techniques (eg, immunostaining and microscopy, PCR techniques (12,5%);
- Skills in basic informatics and statistical analysis (12,5%).

Motivation Letter (25%)

- Motivation and interest for the activities to be performed (15%);
- Command of the written English language (10%).

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

Following this, 9 applicants obtained a score equal and/or higher than 49%. In this case the applicants selected for an interview are identified below. The interview took place on 5th and 6th August 2020.

- André Monteiro
- Bruna Almeida
- Carolina Alves
- Catarina Silva
- Cláudia Clara
- Daniela Silva
- Filipa Santos
- Mariana Correia
- Lenka Henao Misiková

INTERVIEW (25%)

For the interview were considered the below requirements:
- Knowledge of the field (6,25%);
- Motivation to pursue a research project (6,25%);
- Management skills (6,25%);
- Forward thinking, can-do, pro-active attitude (6,25%).

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

Lisbon, 12th August 2020

Daniela Cunha

João Ferreira

Paulo Filipe

ANNEX I - Employment Contract - Ref. IMM/CT/31-2020

Applicants	Curriculum Vitae (50%)				Motivation Letter (25%)		Total ANNEX I	Justification
	BSc or Master's degree in Life Sciences (eg, Pathology, Biology, Biochemistry) (12,5%)	Experience in basic laboratory skills (12,5%)	Experience in basic cell and molecular biology techniques (eg, immunostaining and microscopy, PCR techniques (12,5%)	Skills in basic informatics and statistical analysis (12,5%)	Motivation and interest for the activities to be performed (15%)	Command of the written English language (10%)		
Bruna Coelho Almeida	12	10	11	9	12	9	63,0	Education degrees/area of education well fitted to the purpose of the position. Advanced experience in basic laboratory skills and in basic cell and molecular biology techniques. Adequate skills in basic informatics and statistical analysis. Adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Good command of the
André Monteiro	11	10	10	9	12	8	60,0	Education degrees/area of education well fitted to the purpose of the position. Adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Adequate skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed. good command of the written English language.
Daniela Silva	11	8	7	8	12,5	8	54,5	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Good command of the written English language.
Lenka Henao Misiková	11	8	7	8	11	8	53,0	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Good command of the written English language.
Carolina Alves	11	7	7	8	12	7	52,0	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Cláudia Clara	11	7	7	8	11	8	52,0	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Good command of the written English language.
Filipa Santos	11	8	6	8	11	7	51,0	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Catarina Silva	11	7	6	6	12	7	49,0	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.

Name							Score	Evaluation
Mariana Correia	11	7	6	6	12	7	**49,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Carla Pereira	4	9	9	8	10	8	**48,0**	Education degrees/area of education unadjusted to the purpose of the position. Adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Good command of the written English language.
Iswarya Sreeram	9	7	6	8	11	6	**47,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Joana Torrejais	10	8	5	7	11	6	**47,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills. Scarce experience in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Cleandra Gregório	4	8	8	8	9	9	**46,0**	Education degrees/area of education unadjusted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. AModerately adequate skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed. Good command of the written English language.
Lays Oliveira Rocha	7	7	7	8	10	7	**46,0**	Education degrees/area of education moderately fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Qi Shi	4	9	7	10	8	8	**46,0**	Education degrees/area of education unadjusted to the purpose of the position. Adequate experience in basic laboratory skills. Moderately adequate experience in basic cell and molecular biology techniques. Adequate skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed. Good command of the written English language.
Elahe Parvini	4	9	7	9	8	8	**45,0**	Education degrees/area of education unadjusted to the purpose of the position. Adequate experience in basic laboratory skills. Moderately adequate experience in basic cell and molecular biology techniques. Adequate skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed. Good command of the written English language.
Inês Saraiva	9	8	6	4	11	7	**45,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.

Name							Total	Comments
Joana Pinto Dias	10	6	5	7	11	6	**45,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills. Scarce experience in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Miguel Lança	10	7	6	6	10	6	**45,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Ariana Colaço	9	7	6	6	10	6	**44,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Rafaela Agostinho	10	7	6	5	10	6	**44,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Sandra Rodríguez Domínguez	8	7	7	6	10	6	**44,0**	Education degrees/area of education moderately fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Stéphanie Leal	7	7	6	7	10	7	**44,0**	Education degrees/area of education moderately fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. S Moderately adequate skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Ariana Santos	9	7	6	6	9	6	**43,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Gabriela Cruvinel	4	9	7	7	8	8	**43,0**	Education degrees/area of education unadjusted to the purpose of the position. Adequate experience in basic laboratory skills. Moderately adequate experience in basic cell and molecular biology techniques. Moderately adequate skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed. Good command of the written English
Raquel Lopes	11	8	6	2	10	6	**43,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Dalila Lopes	9	6	5	5	10	6	**41,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills. Scarce experience in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.

Name							Score	Description
Catarina Domingos	11	6	3	2	10	6	**38,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills. Scarce experience in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Maria Leones	7	7	6	2	10	6	**38,0**	Education degrees/area of education moderately fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Marta Leite	7	5	5	4	11	6	**38,0**	Education degrees/area of education moderately fitted to the purpose of the position. Scarce experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Sandra Cordeiro	10	6	6	4	9	3	**38,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. Strong level of motivation and interest for the activities to be performed.Limited command of the written English language.
Maria Beatriz Lotra	9	7	6	3	10	2	**37,0**	Education degrees/area of education well fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed.Limited command of the written English language.
Cindy Oliveira	6	6	6	2	10	6	**36,0**	Education degrees/area of education moderately fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Cláudia dos Santos Duarte	7	6	5	1	10	6	**35,0**	Education degrees/area of education moderately fitted to the purpose of the position. Moderately adequate experience in basic laboratory skills. Scarce experience in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed. Moderate command of the written English language.
Mileida Costa	9	5	5	3	10	3	**35,0**	Education degrees/area of education well fitted to the purpose of the position. Scarce experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed.Limited command of the written English language.
Margarida Serrano	9	5	5	3	10	2	**34,0**	Education degrees/area of education well fitted to the purpose of the position. Scarce experience in basic laboratory skills and in basic cell and molecular biology techniques. Scarce skills in basic informatics and statistical analysis. High level of motivation and interest for the activities to be performed.Limited command of the written English language.

Annex II - Employment Contract - Ref. IMM/CT/31-2020

Applicants	Interview (25%)				Total ANNEX II	Total ANNEX I + ANNEX II	Justification
	Knowledge of the field (6,25%)	Motivation to pursue a research project (6,25%)	Management Skills (6,25%)	Forward thinking, can-do, pro-active attitude (6,25%)			
Bruna Coelho Almeida	5	5,5	6	6	22,5	85,5	Adequate knowledge of the field. Strong motivation to pursue a research project. Good management skills. Strong forward thinking, can-do, pro-active attitude.
André Monteiro	5	5,5	6	5,5	22	82,0	Adequate knowledge of the field. Strong motivation to pursue a research project. Good management skills. Strong forward thinking, can-do, pro-active attitude.
Daniela Silva	4	5	4	4	17	71,5	Moderate knowledge of the field. Strong motivation to pursue a research project. Moderately adequate management skills. Adequate forward thinking, can-do, pro-active attitude.
Carolina Alves	4	5,5	4	4	17,5	69,5	Moderate knowledge of the field. Strong motivation to pursue a research project. Moderately adequate management skills. Adequate forward thinking, can-do, pro-active attitude.
Lenka Henao Misiková	3,5	5	3,5	4	16	69,0	Moderate knowledge of the field. Strong motivation to pursue a research project. Moderately adequate management skills. Adequate forward thinking, can-do, pro-active attitude.
Cláudia Clara	3,5	5	4	4	16,5	68,5	Moderate knowledge of the field. Strong motivation to pursue a research project. Moderately adequate management skills. Adequate forward thinking, can-do, pro-active attitude.
Filipa Santos	3,5	5	4	4	16,5	67,5	Moderate knowledge of the field. Strong motivation to pursue a research project. Moderately adequate management skills. Adequate forward thinking, can-do, pro-active attitude.
Mariana Correia	3,5	5	4	4	16,5	65,5	Moderate knowledge of the field. Strong motivation to pursue a research project. Moderately adequate management skills. Adequate forward thinking, can-do, pro-active attitude.
Catarina Silva	2	3	2	2	9	58,0	Weak knowledge of the field. Moderate motivation to pursue a research project. Limited management skills. Limited forward thinking, can-do, pro-active attitude.