

Ana Espada de Sousa Pedro Simas

Maria M. Mota

Jury Meeting Minute
ONE POSTDOCTORAL Researcher
Reference IMM/CT/44-2020

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call to hire **one Postdoctoral Researcher** correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract** under ***Sistema de Incentivos a Atividades de Investigação e Desenvolvimento em Infraestruturas de Ensaio e Otimização (Upscaling) no contexto do COVID-19 - Aviso n.º 15/SI/2020*** funded by *Fundos Europeus Estruturais e de Investimento (FEEI) – Portugal 2020*, under the project ***“Aplicações de extratos de plantas com ação dirigida ao SARS-CoV-2” (PLANTCOVID)***.

Regulation

- Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, that approves a Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas (RJE).
- Portuguese Labor Law, approved by Law nr 7/2009, from 12th February in its current writing.
- Regulatory Decree Nr 11-A / 2017, of 29th December.

The job advert was published in EraCareers on 3rd August 2020, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 30 working days starting on 4th August and ending on 14th September 2020, having applied the following candidates:

- | | |
|------------------------|---------------------------|
| - André Brás Gonçalves | - Elahe Parvini |
| - Anna Reichel | - Fausto Queda |
| - António Rego | - Iwona Majkowska |
| - Balaji Rathod | - Ligia Costa |
| - Cláudia Bravo | - Manuel Pereira da Silva |
| - Cláudia Rodrigues | - Mariana Barbosa |
| - David Botequim | - Michelle Pereira |
| - Diana Delgado | - Murilo Mourão |
| | - Zohaib Khan |

The applicants David Botequim, Manuel Pereira da Silva and Murilo Mourão were excluded since they didn't sent all required documents as required in the job advert.

On the 20rd of September of 2020, the jury composed by Pedro Simas (President of the Jury and Responsible for the Project), Ana Espada de Sousa and Maria Mota (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents relevant to prove the scientific course) 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:

- Curriculum Vitae (90%) based on the following criteria:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (45%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (45%).

The analysis and discrimination of each candidate classification in the First Phase are presented in the table of Annex I where all admitted applicants were ranked by alphabetic order.

Following this, 3 applicants obtained a score equal and/or higher than 70%. In this case the applicants selected for an interview are identified below. The interview took place on 22nd of September 2020.

- Anna Reichel
- Ana Cláudia Rodrigues
- Mariana Barbosa

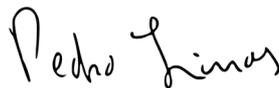
The applicant Anna Reichel by the time she was invited for an interview informed she was no longer interested in the position and rejected the interview.

INTERVIEW (10%)

For the interview were considered the communication and social skills, spoken English and grasp of the project, commitment and independent thinking.

On the 23rd of September, the jury members met again to conclude the evaluation process by writing the present minute. The analysis and discrimination of each candidate classification in the Second Phase and the total classification in both phases are presented in the table of Annex II attached to this minute.

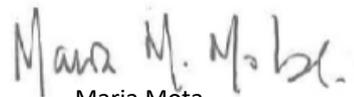
Lisbon, 23rd of September of 2020



Pedro Simas
(President of the Jury and Responsible for the Project)



Ana Espada de Sousa



Maria Mota

Validation by the Heads of the Institution



Professor Maria-Carmo Fonseca
President of IMM



Professor Bruno Silva Santos
Vice-President

Annex I - Employment Contract - Ref. IMM/CT/44-2020

Ana Espada de Sousa *Pedro Simas*

Maria M. M. M. M.

Applicants	CV (90%)								Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (45%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (45%)				
Name of Jury	Pedro Simas	Ana Espada de Sousa	Maria Mota	Average	Pedro Simas	Ana Espada de Sousa	Maria Mota	Average	
André Brás Gonçalves	38,25%	38,25%	38,25%	38,25%	31,50%	31,50%	31,50%	31,50%	69,75%
	Biologist with a good CV	Biologist with a good CV	Biologist with a good CV	Justification	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	Justification	
Anna Reichel	42,75%	42,75%	42,75%	42,75%	42,75%	42,75%	42,75%	42,75%	85,50%
	Virologist with a very good CV	Virologist with a very good CV	Virologist with a very good CV	Justification	With lab experience in Virology	With lab experience in Virology	With lab experience in Virology	Justification	
António Rego	29,25%	29,25%	29,25%	29,25%	31,50%	31,50%	31,50%	31,50%	60,75%
	Good CV but without training in Virology	Good CV but without training in Virology	Good CV but without training in Virology	Justification	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	Justification	
Balaji Rathod	24,75%	24,75%	24,75%	24,75%	22,50%	22,50%	22,50%	22,50%	47,25%
	Good CV and training in Biochemistry	Good CV and training in Biochemistry	Good CV and training in Biochemistry	Justification	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	Justification	
Cláudia Bravo	33,75%	33,75%	33,75%	33,75%	22,50%	22,50%	22,50%	22,50%	56,25%
	Good CV in Structural Biology	Good CV in Structural Biology	Bom CV em biologia estrutural	Justification	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	Justification	
Ana Cláudia Rodrigues Fonseca	40,50%	40,50%	40,50%	40,50%	40,50%	40,50%	40,50%	40,50%	81,00%
	Biochemist with a good CV in structural biology and cell biology	Biochemist with a good CV in structural biology and cell biology	Biochemist with a good CV in structural biology and cell biology	Justification	Relevant experience in testing molecules in tissue culture	Relevant experience in testing molecules in tissue culture	Relevant experience in testing molecules in tissue culture	Justification	
Diana Delgado	18,00%	18,00%	18,00%	18,00%	18%	18%	18%	18,00%	36,00%
	Biochemist with good CV mas out of the scope of the research.	Biochemist with good CV mas out of the scope of the research.	Biochemist with good CV mas out of the scope of the research.	Justification	No lab experience in virology	No lab experience in virology	No lab experience in virology	Justification	
Elahe Parvini	31,50%	31,50%	31,50%	31,50%	22,50%	22,50%	22,50%	22,50%	54,00%
	Biochemist with a good CV	Biochemist with a good CV	Biochemist with a good CV	Justification	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	Justification	
Fausto Queda	27,00%	27,00%	27,00%	27,00%	22,50%	22,50%	22,50%	22,50%	49,50%
	Biochemist	Biochemist	Biochemist	Justification	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	Justification	
Iwona Majkowska	38,25%	38,25%	38,25%	38,25%	31,50%	31,50%	31,50%	31,50%	69,75%
	Good CV but without training in Virology	Good CV but without training in Virology	Good CV but without training in Virology	Justification	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	Justification	

Ligia Costa	27,00%	27,00%	27,00%	27,00%	18,00%	18,00%	18,00%	18,00%	45,00%
	Good CV in the area of materials and Nanotechnology	Good CV in the area of materials and Nanotechnology	Good CV in the area of materials and Nanotechnology	Justification	No lab experience in virology	No lab experience in virology	No lab experience in virology	Justification	
Mariana Barbosa	40,50%	40,50%	40,50%	40,50%	31,50%	31,50%	31,50%	31,50%	72,00%
	Good CV in the area of Pharmaceutical sciences	Good CV in the area of Pharmaceutical sciences	Good CV in the area of Pharmaceutical sciences	Justification	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	No experience in virology but with very relevant executed/published work	Justification	
Michelle Pereira	36,00%	36,00%	36,00%	36,00%	22,50%	22,50%	22,50%	22,50%	58,50%
	Good CV in Cancer Biology	Good CV in Cancer Biology	Good CV in Cancer Biology	Justification	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	No lab experience in virology but with suitable executed/published work	Justification	
Zohaib Khan	24,75%	24,75%	24,75%	24,75%	18%	18%	18%	18,00%	42,75%
	CV in Structural Biology	CV in Structural Biology	CV in Structural Biology	Justification	No lab experience in virology	No lab experience in virology	No lab experience in virology	Justification	

Ant. J. J. J.

Pedro Lima

Maria M. M. M.

Annex II - Employment Contract - Ref. IMM/CT/44-2020

Pedro Simas

Maria M. M. b. c.

Ana E. Sousa

Applicants	Interview (10%)				Total ANNEX II	Total classification (Annex I + Annex II)
	Name of Jury	Pedro Simas	Ana Espada de Sousa	Maria Mota		
		9,50%	9,50%	9,50%	9,50%	90,50%
Ana Cláudia Rodrigues Fonseca		Good candidate with more knowledged of the field	Good candidate with more knowledged of the field	Good candidate with more knowledged of the field	Justification	
		9,00%	9,00%	9,00%	9,00%	81,00%
Mariana Barbosa		Good candidate	Good candidate	Good candidate	Justification	