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Jury Meeting Minute
ONE POSTDOCTORAL Researcher
Reference IMM/CT/48-2020

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an Unifixed-term contract, with the funding support from FCT, under the project *LISBOA-01-0145-FEDER-031929 - "Adenosine levels reestablishment: new approach for the treatment of Rett Syndrome"*(AdoRett).

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 (RJEC).
- 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 28th of August of 2020, and also disseminated in iMM website.

The call was opened for 30 working days starting on 31st of August and ending on 12th of October 2020, having applied the following candidates:

- Ahmad Mahmoudi
- Durairaj Gnanasekaran
- Élia Mota
- Emanuel Filipe
- João Gomes

The applicant Ahmad Mahmoudi was excluded since he didn't sent all required documents as required in the job advert.

On the 6th of November of 2020, the jury composed by Maria José Diógenes (President of the Jury and Responsible for the Project), Ana Sebastião and Sara Xapelli (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be 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 (70%) based on the following criteria:
 - Executed and/or published scientific work, with special emphasis on areas related to the work plan (15%);
 - Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%);
 - Command of the English language (5%).

- Motivation Letter (20%) based on the following criteria:
 - Motivation and interest for the activities to be performed.

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, 2 applicants obtained a score equal and/or higher than 40%. In this case the applicants selected for an interview are identified below. The interview took place on **9th November 2020**.

- Élia Mota
- João Fonseca Gomes

The candidate João Gomes declined the interview as he accepted other job offer.

INTERVIEW (10%)

For the interview were considered the below requirements:

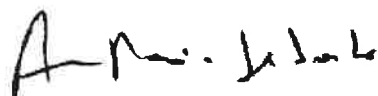
- Communication skills (2,5%)
- Social skills (2,5%)
- Grasp of the project, commitment and independent thinking (5%)

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 which was written and signed by all members on 17th of November 2020.

Lisbon, 17th of November of 2020



Maria José Diógenes
(President of the Jury and Responsible for the Project)



Ana Sebastião

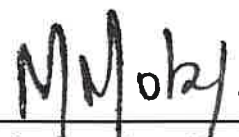


Sara Xapelli

Validation by the Heads of the Institution



Professor Maria-Carmo Fonseca
President of IMM



Professor Maria M. Mota
Executive Director

ANNEX I - Employment Contract - Ref. IMM/CT/48-2020

Applicants	CV (70%)												Motivation Letter (20%)				Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (15%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%)				Command of the English language (5%)				Motivation and interest for the activities to be performed				
Name of Jury	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average	
Durairaj Gnanasekaran	5%	6%	7%	6,00%	5%	6%	7%	6,00%	5,00%	4,00%	3,00%	4,00%	5,00%	5,00%	5,00%	5,00%	21,00%
	The candidate does not have relevant publications in neurosciences field.	The candidate does not have relevant publications in neurosciences field.	The candidate does not have relevant publications in neurosciences field.		Although the candidate demonstrate to have relevant work in pharmacology field his reserach experience is disperse by many areas without a strong foccus in neurosciences field.	Although the candidate demonstrate to have relevant work in pharmacology field his reserach experience is disperse by many areas without a strong foccus in neurosciences field.	Although the candidate demonstrate to have relevant work in pharmacology field his reserach experience is disperse by many areas without a strong foccus in neurosciences field.		The written English reveal good command of the English language.	The written English reveal good command of the English language.	The written English reveal good command of the English language.		The candidate shows a disperse motivation by sereval areas and never mention a strong motivation for neuroscience field.	The candidate shows a disperse motivation by sereval areas and never mention a strong motivation for neuroscience field.	The candidate shows a disperse motivation by sereval areas and never mention a strong motivation for neuroscience field.		
Élia Mota	10%	11%	12%	11,00%	40%	45%	45%	43,33%	5,00%	5,00%	5,00%	5,00%	15,00%	17,00%	18,00%	16,67%	76,00%
	The candidate has relevant publications in neurosciences field.	The candidate has relevant publications in neurosciences field.	The candidate has relevant publications in neurosciences field.		The candidate demonstrates to have relevant work in neurosciences field. Although the CV is not clear whether she has experience in eletrophysiological recordings but she mention to have that expertise in the motivation letter.	The candidate demonstrates to have relevant work in neurosciences field. Although the CV is not clear whether she has experience in eletrophysiological recordings but she mention to have that expertise in the motivation letter.	The candidate demonstrates to have relevant work in neurosciences field. Although the CV is not clear whether she has experience in eletrophysiological recordings but she mention to have that expertise in the motivation letter.		The written English reveal very good command of the English language.	The written English reveal very good command of the English language.	The written English reveal very good command of the English language.		The candidate desmostrated a great motivation for the activities to be performed.	The candidate desmostrated a great motivation for the activities to be performed.	The candidate desmostrated a great motivation for the activities to be performed.		
Emanuel Filipe	5%	5%	5%	5,00%	5%	5%	5%	5,00%	5,00%	5,00%	4,00%	4,67%	5,00%	6,00%	8,00%	6,33%	21,00%
	The candidate does not have relevant publications in neurosciences field.	The candidate does not have relevant publications in neurosciences field.	The candidate does not have relevant publications in neurosciences field.		The experience of the candidate is not focussed in neuroscience field and is more directed to VETERINARY MEDICINE	The experience of the candidate is not focussed in neuroscience field and is more directed to VETERINARY MEDICINE	The experience of the candidate is not focussed in neuroscience field and is more directed to VETERINARY MEDICINE		The written English reveal good command of the English language.	The written English reveal good command of the English language.	The written English reveal good command of the English language.		The candidate did not demonstrate a strong motivation for neuroscience field.	The candidate did not demonstrate a strong motivation for neuroscience field.	The candidate did not demonstrate a strong motivation for neuroscience field.		
João Gomes	12%	13%	15%	13,33%	45%	46%	48%	46,33%	5,00%	5,00%	5,00%	5,00%	15,00%	15,00%	15,00%	15,00%	79,67%
	The candidate has very relevant publications in neurosciences field.	The candidate has very relevant publications in neurosciences field.	The candidate has very relevant publications in neurosciences field.		The candidate revealed to have a very significant reserach experience and knowledge in the area of the proposed work.	The candidate revealed to have a very significant reserach experience and knowledge in the area of the proposed work.	The candidate revealed to have a very significant reserach experience and knowledge in the area of the proposed work.		The written English reveal good command of the English language.	The written English reveal good command of the English language.	The written English reveal good command of the English language.		The candidate desmostrated a great motivation for the activities to be performed.	The candidate desmostrated a great motivation for the activities to be performed.	The candidate desmostrated a great motivation for the activities to be performed.		

A. M. de S. L.

Maria José Diógenes

Sara Xapelli

ANNEX II - Employment Contract - Ref. IMM/CT/48-2020

Applicants	Interview (10%)												Total ANNEX II	Total classification (Annex I + Annex II)
	Communication skills (2,5%)				Social Skills (2,5%)				Grasp of the project, commitment and independent thinking (5%)					
Name of Juror	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Sebastião	Sara Xapelli	Average		
	2,5%	2,5%	2,5%	2,50%	2,00%	2,00%	2,00%	2,00%	4,00%	5,00%	4,00%	4,33%	8,83%	84,83%
Élia Mota	The candidate demonstrated excellent communication skills	The candidate demonstrated excellent communication skills	The candidate demonstrated excellent communication skills	Justification	The candidate demonstrated very good social skills. She mentioned her interest in teaching new students	The candidate demonstrated very good social skills. She mentioned her interest in teaching new students	The candidate demonstrated very good social skills. She mentioned her interest in teaching new students	Justification	The candidate demonstrated a very good knowledge about Rett Syndrome and about adenosine system.	The candidate demonstrated a very good knowledge about Rett Syndrome and about adenosine system.	The candidate demonstrated a very good knowledge about Rett Syndrome and about adenosine system.	The candidate demonstrated a very good knowledge about Rett Syndrome and about adenosine system.	Justification	

A. Mota

Maria José Diógenes

Sara Xapelli