

Jury Meeting Minute

1 POSTDOCTORAL Researcher

Reference IMM/CT/66-2020

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract**, under **Sistema de Apoio à Investigação Científica e Tecnológica (SAICT) – Call nr 02/SAICT/2017 - Projeto de Investigação Científica e Desenvolvimento Tecnológico (IC&DT)**, funded by National Funds (FCT-MEC) under the research Project **PTDC/MED-QUI/28764/2017 – “Intracellular Drug Delivery using Small Molecule Drug Conjugates for Prostate cancer Therapy”** (IntraCellDrugDelivSMDC4PCa).

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.
- Decree-Law nr 10-B/2020, from 20th March.

The job advert was published in EraCareers on 22nd December 2020, and also disseminated in iMM website.

The call was opened for 30 working days starting on **23rd December 2020 and ending on 4th February 2021**, having applied the following candidates:

- Ana Raquel Coelho
- Christian Ramos
- Henu Verma

The candidate Henu Verma was excluded since he doesn't hold the PhD degree as required in the job advert.

On 5th February 2021 the jury composed by Drs. Gonçalo Bernardes (President of the Jury), Marta Marques and Bruno Oliveira (all PhD's), met to analyze the application documents (- Cover Letter in English; - Detailed CV; - Two letters of reference; - PhD Certificate; - A two page summary (maximum) of the scientific work previously developed by the candidate).

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

- Curriculum Analysis (45%);
- Research Summary (35%);
- Motivation Letter (10%);

CV (45%)

The analysis of the Curriculum Vitae took in consideration:

- The executed and/or published scientific work (20%);

- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (25%).

Research Summary (35%)

- Science communication (15%);
- Creativity of the developed work (20%).

Motivation Letter (10%)

The analysis of the motivation letter took in consideration the following:

- Motivation and interest for the activities to be performed (5%);
- Command of the English language (5%).

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

Following this, 1 applicant obtained a score equal and/or higher than 80%. In this case the applicant selected for an interview is identified below. The interview took place on 8 of February 2021.

- Ana Raquel Coelho

INTERVIEW (10%)

For the interview were considered the below requirements:

- Communication and social skills (2,5%)
- Spoken English (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.

Lisbon, 10 of February 2021



Gonçalo Bernardes
(President of the Jury and Responsible for the project)



Marta Marques



Bruno Oliveira

Validation by the Heads of the Institution

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Professor M. Carmo-Fonseca
President of IMM



Professor Maria M. Mota
Executive Director

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Applicants	CV (45%)								Research Summary (35%)								Motivation Letter (10%)								Total ANNEX I
	The executed and/or published scientific work (20%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (25%)				Science communication (15%)				Creativity of the developed work (20%)				Motivation and interest for the activities to be performed (5%)				Command of the English language (5%)				
Name of Jury	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	
Ana Raquel Coelho	18%	17%	18%	17.67%	25%	25%	25%	25.00%	15.00%	15.00%	15.00%	15.00%	17.00%	17.00%	17.00%	17.00%	4%	4%	4%	4.00%	5%	5%	5%	5.00%	83.67%
	Quality of the published work is of great interest. High impact factor journal.	Relevant publications and one book chapter	Published work of high relevance. One publication in a very high impact factor journal (F=20,565)	Justification	Extensive experience in all the required fields	Demonstrated experience in all the required fields for the work plan	Experience in all the required skills necessary for the development of the proposed work plan	Justification	oral and poster communications in national and international conferences	oral and poster communications in national and international conferences	oral and poster communications in national and international conferences	Justification	interesting work developed in the cancer field	Relevant work in cancer, cell metabolism and molecular biology	The developed work demonstrates a great level of creativity	Justification	Main focus of acquired skills. Demonstrated interest in the group	Main focus of acquired skills. Demonstrated interest in the group	Main focus of acquired skills. Demonstrated interest in the group	Justification	Advanced	Advanced	Advanced	Justification	
Christian Ramos	17%	17%	17%	17.00%	20%	20%	20%	20.00%	15.00%	15.00%	15.00%	15.00%	17.00%	17.00%	17.00%	17.00%	3%	3%	3%	3.00%	5%	5%	5%	5.00%	77.00%
	2 books, 5 book chapters and 25 articles, although the majority with low impact factor	Several publications in journals and books. Not very high impact factors	Several publications, lower impact factors	Justification	Relevant experience in several of the required fields. Not experienced with cancer research	Experience in some of the requirements. No demonstrated experience with CRISPR-Cas9 editing and cancer research	Extensive experience in some of the requirements. Lacks experience in cancer research and toxicological assays	Justification	oral and poster communications in national and international conferences	oral and poster communications in national and international conferences	oral and poster communications in national and international conferences	Justification	interesting work developed in the RNA field	Relevant work that demonstrates some creativity	interesting work developed in the RNA field	Justification	Main focus of acquired skills. Not much emphasis on the project tasks and group.	Main focus of acquired skills. Not much emphasis on the project tasks and group.	Main focus of acquired skills. Not much emphasis on the project tasks and group.	Justification	Advanced	Advanced	Advanced	Justification	

 Marta Marques 

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Applicants	Interview (10%)												Total ANNEX II	Total classification (Annex I + Annex II)
	Communication and social skills (2,5%)				Spoken English (2,5%)				Grasp of the project, commitment and independent thinking (5%)					
Name of Jury	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average		
Ana Raquel Coelho	2.5%	2.5%	2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	4.00%	4.00%	4.00%	4.00%	9.00%	92.67%
	very good	very good	very good	Justification	Very good (having spend a period of her PhD in LA, USA, allowed the candidate to acquire good english skills)	very good	very good	Justification	demonstrates to have independent thinking and commitment to the project	good independent thinking, team work ability and commitment	independent thinking and commitment to the project were shown during the interview		Justification	
Christian Ramos	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	77.00%
	no selected for interview	no selected for interview	no selected for interview	Justification	no selected for interview	no selected for interview	no selected for interview	Justification	no selected for interview	no selected for interview	no selected for interview		Justification	

 Marta Marques

