

Vasconcelos
Franco
Sergio Almeida

Jury Meeting Minute
ONE POSTDOCTORAL Researcher
Reference IMM/CT/2-2021

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 Investment and Structural European Funds (FEEI) - Programa Operacional Regional de Lisboa and National Funds (FCT-MEC) under the research project *PTDC/MED-PAT/31639/2017 – “Deregulated Endothelial Blood Flow Response as a cause of Diabetic Retinopathy”* (Flow(in)DR).

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 (RIEC).
- 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 12th January 2021, and also disseminated in iMM website.

The call was opened for 30 working days starting on 13th January and ending on 23rd February 2021, having applied the following candidates:

- André Gonçalves
- Diana Alcobia
- Dora Pedroso
- Gabriela Siqueira
- Henu Kumar Verma
- Inês Santarino
- Marcela Santiago
- Mostafa Latif
- Neusa Mendes
- Sofia Duarte

The applicants **Henu Verma** and **Neusa Mendes** were excluded since they didn't sent all required documents as required in the job advert.

On the 08th of March of 2021, the jury composed by Cláudio Franco (President of the Jury), Francisca Vasconcelos (Responsible for the project) and Sérgio de Almeida (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Contact information of two 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:

- Curriculum Vitae (80%) based on the following criteria:
 - Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%);
 - Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (60%).
- Motivation Letter (10%) based on the following criteria:
 - 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 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 70%. In this case the applicants selected for an interview are identified below. The interview took place on 12th March 2021.

- André Gonçalves
- Diana Alcobia – declined the invitation for interview

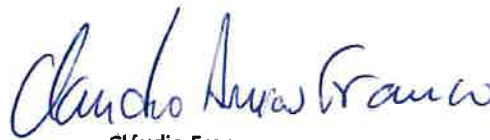
INTERVIEW (10%)

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, of 18th of March of 2021



Cláudio Franco
(President of the Jury)



Francisca Vasconcelos
(Responsible for the Project)

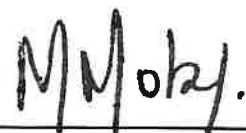


Sérgio de Almeida

Validation by the Heads of the Institution



Professor Maria-Carmo Fonseca
President of IMM



Professor Maria M. Mota
Executive Director

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/2-2021

Vasconcelos SA

Applicants	CV (80%)								Motivation Letter (10%)								Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (60%)				Motivation and interest for the activities to be performed (5%)				Command of the English language (5%)				
Name of Jury	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average	
André Gonçalves	17%	17%	15%	16,33%	48%	48%	44%	46,67%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	73,00%
	Good experience and moderately good publication record in the field	Good experience and moderately good publication record in the field	Good experience and moderately good publication record in the field		Experience in angiogenesis, cancer. Experience with microscopy, wound healing, mouse models of cancer	Experience in angiogenesis, cancer. Experience with microscopy, wound healing, mouse models of cancer	Experience in angiogenesis, cancer. Experience with microscopy, wound healing, mouse models of cancer		Extremely motivated and interested	Extremely motivated and interested	Extremely motivated and interested		Very good	Very good	Very good		
Diana Alcobia	18%	20%	18%	18,67%	50%	55%	50%	51,67%	4,00%	3,00%	3,00%	3,33%	5,00%	5,00%	5,00%	5,00%	78,67%
	Good experience and good publication record in the field	Good experience and good publication record in the field	Good experience and good publication record in the field		Experience in angiogenesis, cancer. Experience with microscopy, wound healing, mouse models of cancer	Experience in angiogenesis, cancer. Experience with microscopy, wound healing, mouse models of cancer	Experience in angiogenesis, cancer. Experience with microscopy, wound healing, mouse models of cancer		Motivated and interested	Motivated and interested	Motivated and interested		Very good	Very good	Very good		
Dora Pedroso	15%	20%	15%	16,67%	30%	40%	45%	38,33%	3,00%	3,00%	3,00%	3,00%	5,00%	5,00%	5,00%	5,00%	63,00%
	Good experience and good publication record in the field	Good experience and good publication record in the field	Good experience and good publication record in the field		Experience in cancer, low experience in angiogenesis. Experience with microscopy, wound healing, mouse models of cancer	Experience in cancer, low experience in angiogenesis. Experience with microscopy, wound healing, mouse models of cancer	Experience in cancer, low experience in angiogenesis. Experience with microscopy, wound healing, mouse models of cancer		Motivated and interested	Motivated and interested	Motivated and interested		Very good	Very good	Very good		
Gabriela Siqueira	9%	10%	8%	9,00%	23%	25%	25%	24,33%	4,00%	3,00%	3,00%	3,33%	5,00%	3,00%	4,00%	4,00%	40,67%
	Low experience and low publication record in the field	Low experience and low publication record in the field	Low experience and low publication record in the field		Low experience in angiogenesis, no experience in cancer. Experience with microscopy, no experience with mouse	Low experience in angiogenesis, no experience in cancer. Experience with microscopy, no experience with mouse	Low experience in angiogenesis, no experience in cancer. Experience with microscopy, no experience with mouse		Motivated and interested	Motivated and interested	Motivated and interested		Good	Good	Good		
Inês Santarino	9%	10%	8%	9,00%	22%	20%	20%	20,67%	4,00%	5,00%	4,00%	4,33%	5,00%	5,00%	5,00%	5,00%	39,00%
	Low experience and low publication record in the field	Low experience and low publication record in the field	Low experience and low publication record in the field		No experience in angiogenesis, no experience in cancer. Experience with microscopy, ELISA, no experience with mouse	No experience in angiogenesis, no experience in cancer. Experience with microscopy, ELISA, no experience with mouse	No experience in angiogenesis, no experience in cancer. Experience with microscopy, ELISA, no experience with mouse		Extremely motivated and interested	Extremely motivated and interested	Extremely motivated and interested		Very good	Very good	Very good		

Marcela Santiago	11%	10%	8%	9,67%	10%	10%	10%	10,00%	4,00%	2,00%	3,00%	3,00%	5,00%	5,00%	5,00%	5,00%	27,67%
	Low experience and low publication record in the field	Low experience and low publication record in the field	Low experience and low publication record in the field		No experience in angiogenesis, experience in cancer. No experience with mouse, nor microscopy	No experience in angiogenesis, experience in cancer. No experience with mouse, nor microscopy	No experience in angiogenesis, experience in cancer. No experience with mouse, nor microscopy			Motivated and interested	Motivated and interested	Motivated and interested		Very good	Very good	Very good	
Mostafa Latif	11%	10%	8%	9,67%	25%	30%	25%	26,67%	3,00%	2,00%	3,00%	2,67%	5,00%	4,00%	4,00%	4,33%	43,33%
	Low experience and low publication record in the field	Low experience and low publication record in the field	Low experience and low publication record in the field		No experience in angiogenesis, experience in cancer. Experience with mouse models of cancer	No experience in angiogenesis, experience in cancer. Experience with mouse models of cancer	No experience in angiogenesis, experience in cancer. Experience with mouse models of cancer			Motivated and interested	Motivated and interested	Motivated and interested		Good	Good	Good	
Sofia Duarte	12%	10%	8%	10,00%	18%	20%	20%	19,33%	5,00%	3,00%	3,00%	3,67%	5,00%	5,00%	5,00%	5,00%	38,00%
	Low experience and low publication record in the field	Low experience and low publication record in the field	Low experience and low publication record in the field		No experience in angiogenesis, no experience in cancer. Experience with microscopy, no experience with mouse	No experience in angiogenesis, no experience in cancer. Experience with microscopy, no experience with mouse	No experience in angiogenesis, no experience in cancer. Experience with microscopy, no experience with mouse			Motivated and interested	Motivated and interested	Motivated and interested		Very good	Very good	Very good	

Assessment of SA

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/2-2021

Applicants	Interview (10%)												Total ANNEX II	Total classification (Annex I + Annex II)
	Communication and social skills (2.5%)				Spoken English (2.5%)				Commitment and independent thinking (5%)					
Name of Jury	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average	Cláudio Franco	Francisca Vasconcelos	Sérgio de Almeida	Average		
	2,5%	2,5%	2,5%	2,50%	2,5%	2,5%	2,5%	2,50%	4,00%	5,00%	4,00%	4,33%	9,33%	82,33%
André Gonçalves	Very good ability to explain her previous research	Very good ability to explain her previous research	Very good ability to explain her previous research		Very good	Very good	Very good		Very good problem solving skills and motivation	Very good problem solving skills and motivation	Very good problem solving skills and motivation			

Francisca Vasconcelos *SA*