Jury Meeting Minute

ONE POSTDOCTORAL Researcher

Reference IMM/CT/63-2021

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 **Unfixed-term contract**, with the funding support from National Funds (FCT) under the project ***PTDC/MED-NEU/3890/2020 – "Assessing aging of human neurons by direct induced neuronal (iN) conversion".***

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 EURAXESS on July 26th 2021, and also disseminated in iMM website.

The call was opened for 30 working days starting on July 27th and ending on September 6th 2021, having applied the following candidates listed in alphabetic order:

- Christian Ramos	- Mónica Tapia Pacheco
- Daniela Santos	- Nicolas Morgenstern
- Luís Rocha	- Shumsuzzaman Khan
- Mike Chigbundu	

On the 8th of September of 2021, the jury composed by Luísa Lopes (President of the Jury and Responsible for the Project), Paula Pousinha and Joana Coelho (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate) 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, 3 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 13th September 2021.

- Monica Tapia Pacheco
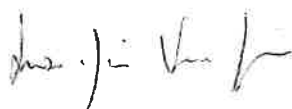- Nicolas Morgenstern
- Shumsuzzaman Khan

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, 13 of September of 2021

Luísa Lopes
(President of the Jury and Responsible for the Project)

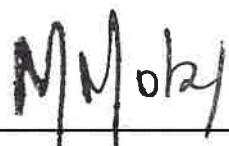Paula Pousinha   Joana Coelho

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/63-2021

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	Luísa Lopes	Paula Pousinha	Joana Coelho	Average	Luísa Lopes	Paula Pousinha	Joana Coelho	Average	Luísa Lopes	Paula Pousinha	Joana Coelho	Average	Luísa Lopes	Paula Pousinha	Joana Coelho	Average	
Christian Ramos	6%	6%	7%	**6,33%**	25%	20%	25%	**23,33%**	4,50%	4,50%	4,80%	**4,60%**	4,50%	4,50%	4,50%	**4,50%**	38,77%
	The candidate has some publications but none in patch clap recording as required	The publications authored by the candidate are not in addequation with suitable profile	Publications revelant to direct conversion techniques, but none in electrophysiology	**Publications revelant to direct conversion techniques, but none in electrophysiology**	The candidate has experience in molecular biology, and in particular neuronal production but none in electrophysiology	The absence of experience on patch-clamp electrophysiological recordings might compromise the work plan.	Relevant experience in molecular biology in the specific areas proposed in the work plan, but no experience in the electrophysiology	**The absence of experience on patch-clamp electrophysiological recordings might compromise the work plan.**	The candidate is motivated and very interested in aging neuroscience	The candidate shows scientific maturity and motivation for the field of neuroaging	Good overlap in interest and current research interests with clear precived benefit to work plan.	**Good overlap in interest and current research interests with clear precived benefit to work plan.**	Good proficiency	Proficiency	Proficiency	**Proficiency**	
Daniela Santos	6%	5%	7%	**6,00%**	15%	16%	16%	**15,67%**	3,00%	4,00%	3,00%	**3,33%**	4,00%	3,50%	3,50%	**3,67%**	28,67%
	This is a junior PhD with very limited trck record and none in the required field	young researcher	Limited publications none in the relevant areas.	**This is a junior PhD with very limited trck record and none in the required field**	Experience in molecular neuroscience mainly in oxidative stress. Very far from the required requested profile	The absence of experience on patch-clamp electrophysiological recordings might compromise the work plan.	Experience in molecular biology and animal tissue techniques, with limited relevance for work plan.	**Experience in molecular biology and animal tissue techniques, with limited relevance for work plan.**	The candidate is motivated and interested but not particularly in the topic	Young researcher who does not fit in the proposed project	No clear justification of interest in the proposed theme or activities.	**The candidate is motivated and interested but not particularly in the topic**	Good english skills	Good	Good	**Good english skills**	
Luís Rocha	7%	6%	6%	**6,33%**	25%	18%	20%	**21,00%**	3,00%	2,00%	3,00%	**2,67%**	4,50%	4,50%	4,50%	**4,50%**	34,50%
	The candidate has experience, some publications but none in electrophysiology	young researcher	Junior PhD, with publications but small overlap to project areas.	**The candidate has experience, some publications but none in electrophysiology**	Experience in biomaterials in regeneration. Very far from the required requested profile	The absence of experience on patch-clamp electrophysiological recordings might compromise the work plan.	Experience in areas related to cell culture, none in electrophysiology, with limited relevance for workplan.	**Experience in areas related to cell culture, none in electrophysiology, with limited relevance for workplan.**	The candidate is motivated and interested but not particularly in the topic	Young researcher who does not fit in the proposed project	Clear interest in the broad theme of the project.	**Young researcher who does not fit in the proposed project**	Proficiency in english	Proficiency	Proficiency	**Proficiency in english**	
Mike Chigbundu	0%	0%	0%	**0,00%**	0%	0%	0%	**0,00%**	0,00%	0,00%	0,00%	**0,00%**	5,00%	5,00%	5,00%	**5,00%**	5,00%
	The candidate has applied for a different position	The candidate has applied for a different position	Not relevant or requested in project plan.	**Not relevant or requested in project plan.**	The candidate has applied for a different position	The candidate has applied for a different position	No mention of relevant skills.	**No mention of relevant skills.**	The candidate has applied for a different position	The candidate has applied for a different position	No mention of interest-motivation letter addressed to another lab.	**No mention of interest-motivation letter addressed to another lab.**	Native	Native	Native	**Native speaker**	
Mónica Tapia Pacheco	17%	15%	16%	**16,00%**	55%	50%	58%	**54,33%**	5,00%	4,50%	4,50%	**4,67%**	5,00%	5,00%	4,50%	**4,83%**	79,83%
	Very good track record in the field required but PhD diploma not certified	Track-record corresponds to the project	Very relevant publications in the specific area of interest of the project.	**Track-record corresponds to the project**	Experience in patch-clamp as requested	Demonstrated experience on patch clamp electrophysiology	Experience in patch-clamp very relevant to workplan, some experience in cell culture relevant to workplan	**Experience in patch-clamp very relevant to workplan, some experience in cell culture relevant to workplan**	The candidate is motivated and very interested in aging neuroscience	The candidate shows scientific maturity and motivation for the field of neuroaging	Very relevant overlap in electrophysiological cell profiling.	**Very relevant overlap in electrophysiological cell profiling.**	Proficiency in english	Proficiency	Proficiency	**Proficiency in english**	
Nicolas Morgenstern	18%	20%	19%	**19,00%**	58%	60%	60%	**59,33%**	4,80%	5,00%	4,50%	**4,77%**	5,00%	5,00%	4,50%	**4,83%**	87,93%
	Excellent track record in neurosciences and in vitro electrophysiology	Track-record corresponds to the project and of excellent level. Deep expertise on patch-clamp electrophysiology,	Excellent publications in specific area of project interests	**Track-record corresponds to the project and of excellent level. Deep expertise on patch-clamp electrophysiology,**	Senior postdoc very skilled and highly experienced in hippocampal electrophysiology and optogenetics	Senior researcher highly skilled on the techniques proposed in the project	Very experience in key areas of workplan and clear added knowledge for workplan development.	**Senior postdoc very skilled and highly experienced in hippocampal electrophysiology and optogenetics**	The candidate is highly motivated particularly in translational neuroscience	The candidate shows high motivation to work in translational fundamental to clinic neuroscience	Clear overlap in project goals and candidate's motivation. Added benefit of medical training.	**Clear overlap in project goals and candidate's motivation. Added benefit of medical training.**	Proficiency in english	Proficiency	Proficiency	**Proficiency in english**	
Shumsuzzaman Khan	16%	14%	15%	**15,00%**	50%	45%	45%	**46,67%**	4,00%	4,00%	4,00%	**4,00%**	9,50%	9,50%	9,50%	**9,50%**	75,17%
	A good track record in the field required but PhD diploma not certified	Track-record corresponds to the project	Very relevant publications in the specific area of interest of the project.	**Very relevant publications in the specific area of interest of the project.**	Experience in patch-clamp as requested	Demonstrated experience on patch-clamp electrophysiology	Experience in patch-clamp as requested	**Demonstrated experience on patch-clamp electrophysiology**	The candidate is highly motivated and interested	The candidate shows scientific maturity and motivation for the field of neuroaging	Very motivated candidate with good overlap of interests and independent thinking.	**The candidate shows scientific maturity and motivation for the field of neuroaging**	Proficiency	Proficiency	Proficiency	**Proficiency in english**	

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/63-2021

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	Luísa Lopes	Paula Pousinha	Joana Coelho	Average	Luísa Lopes	Paula Pousinha	Joana Coelho	Average	Luísa Lopes	Paula Pousinha	Joana Coelho	Average		
	1,5%	1%	2%	1,33%	1,00%	1,00%	1,00%	1,00%	3,00%	2,50%	3,00%	2,83%	5,17%	85,00%
Mónica Tapia Pacheco	Good communication and social skills. The candidate was interactive and answered favorably to working as a team member	Good communication and social skills. The candidate was interactive and answered favorably to working as a team member	Good communication and social skills. The candidate was interactive and answered favorably to working as a team member	**Good communication and social skills. The candidate was interactive and answered favorably to working as a team member**	Good spoken english but not proficient	Good spoken english but not proficient	Good spoken english but not proficient	**Good spoken english but not proficient**	The candidate has experience but did not seem to be particularly independent thinker in terms of having her own project	The candidate has experience but did not seem to be particularly independent thinker in terms of having her own project	The candidate has experience but did not seem to be particularly independent thinker in terms of having her own project	The candidate has experience but did not seem to be particularly independent thinker in terms of having her own project	**The candidate has good experience and autonomy for the position**	
	2%	2%	3%	2,27%	2,30%	2,30%	2,50%	2,37%	4,50%	5,00%	5,00%	4,83%	9,47%	97,40%
Nicolas Morgenstern	The candidatehas demonstrated remarkable domain of the field and demonstrated collaborative capacity	The candidate is extremly engaged in team working and has demonstrated colaborative capacities	The candidate is extremly engaged in team working and has demonstrated colaborative capacities	**The candidate is extremly engaged in team working and has demonstrated colaborative capacities**	Proficient spoken english	Proficient spoken english	Proficient spoken english	**Proficient spoken english**	The candidate is very mature, clear expert in the field, autonomous and has demonstrated initiative and critical thinking whenever challenged	The candidate is very mature, clear expert in the field, autonomous and has demonstrated initiative and critical thinking whenever challenged	The candidate is very mature, clear expert in the field, autonomous and has demonstrated initiative and critical thinking whenever challenged	The candidate is very mature, clear expert in the field, autonomous and has demonstrated initiative and critical thinking whenever challenged	**The candidate is very mature, highly experienced, autonomous and has demonstrated remarkable initiative and critical thinking whenever challenged**	
				0,00%				0,00%				0,00%	0,00%	75,17%
Shumsuzzaman Khan	The candidate gave up the interview	The candidate gave up the interview	The candidate gave up the interview	**The candidate gave up the interview**	The candidate gave up the interview	The candidate gave up the interview	The candidate gave up the interview	**The candidate gave up the interview**	The candidate gave up the interview	The candidate gave up the interview	The candidate gave up the interview	The candidate gave up the interview	**Gave up**	