
Bruno Silva Santos
L. J. - U. / -

Jury Meeting Minute
ONE POSTDOCTORAL Researcher
Reference IMM/CT/67-2021

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**, with the funding support from National Funds (FCT) under the project *PTDC/MED-IMU/1988/2020 – “Regulating meningeal $\gamma\delta 17$ T cell homeostasis: Molecular mechanisms and pathophysiological implications ” (MENINGiMMuno-17).*

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 September 1st 2021, and also disseminated in iMM website.

The call was opened for 30 working days starting on September 2nd and ending on October 14th 2021, having applied the following candidates listed in alphabetic order:

- | | |
|--------------------|---------------|
| - André Bombeiro | - Luís Rocha |
| - Diana Bicho | - Zohaib Khan |
| - João Moura Alves | |

The applicant **Zohaib Khan** was excluded since she didn't send all required documents as required in the job advert.

On the 21st of October of 2021, the jury composed by Julie Ribot (President of the Jury and Responsible for the Project), Bruno Silva-Santos and Luísa Lopes (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Two references letters /contacts) 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 (40%) 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 (20%).
- Motivation Letter (50%) based on the following criteria:

- Motivation and interest for the activities to be performed (45%);
- 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, two applicants obtained a score equal to or higher than 85%. In this case the applicants selected for an interview are identified below. The interview took place on 29 of October 2021.

- André Bombeiro
- Luís Rocha

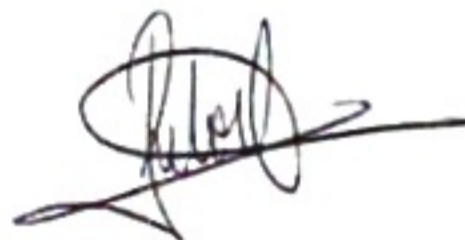
INTERVIEW (10%)

For the interview were considered the below requirements:

- Communication and social skills (4%)
- Spoken English (1%)
- 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, 02 of November of 2021

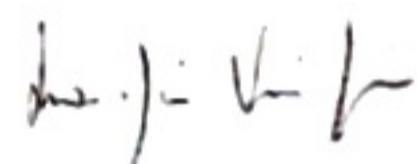


Julie Ribot

(President of the Jury and Responsible for the Project)



Bruno Silva-Santos

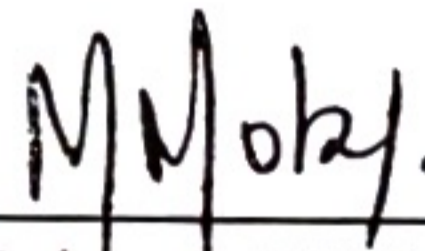


Luísa Lopes

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/67-2021

Applicants	CV (40%)								Motivation Letter (50%)								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 (20%)				Motivation and interest for the activities to be performed (45%)				Command of the English language (5%)				
Name of Jury	Julie Ribot	Bruno Silva-Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva-Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva-Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva-Santos	Luisa Lopes	Average	
André Bombeiro	20%	20%	20%	20,00%	20%	20%	20%	20,00%	40,00%	40,00%	40,00%	40,00%	5%	5%	5%	5,00%	85,00%
	Excellent track record	Good amount of published work related to the work plan	Over 10 years of expertise in neuroimmunology translated in a high quality CV	Justification	Skills adapted to the project requirements	Great theoretical knowledge in both neuro and immuno field	Strong background in neuroimmunology	Justification	Ambitious, dynamic, brings ideas.	Excellent motivation letter	Highly focussed candidate, great interest for the project	Justification	OK	OK	OK	Justification	
Diana Bicho	5%	5%	5%	5,00%	5%	5%	5%	5,00%	20%	20%	20%	20,00%	5%	5%	5%	5,00%	35,00%
	Previous experience interesting but not related to the work plan	Not relevant	Track record not related to the project	Justification	Experience working with mice and molecular biology. No FACS, microscopy nor bioinformatics skills	Not relevant	Theoretical knowledge not related to the project	Justification	No real motivation for the project	No real motivation for the project	No real motivation for the project	Justification	OK	OK	OK	Justification	
João Moura Alves	15%	15%	15%	15,00%	15%	15%	15%	15,00%	25,00%	25,00%	25,00%	25,00%	5%	5%	5%	5,00%	60,00%
	Quite good track record	Senior post doc, who already had granted projects as PI	Interesting publication list but not related to the project	Justification	Experience working with mice, FACS and molecular biology.	Experience in immunology but poor experience in neuroscience	No knowledge in neuroscience	Justification	No real motivation for the neuro side of the project	No real motivation for the neuro side of the project	No real motivation for the neuro side of the project	Justification	OK	OK	OK	Justification	
Luís Rocha	15%	15%	15%	15,00%	15%	15%	15%	15,00%	40,00%	40,00%	40,00%	40,00%	5%	5%	5%	5,00%	75,00%
	Promising CV	Junior candidate with a lot of potential	Interesting publication list	Justification	Proficient in animal behaviour but not in FACS, microscopy nor molecular biology	Great background in behavioural assays but no knowledge in immunology	Great skills to analyse mouse behaviour. Poor background in immunology	Justification	Shows an important motivation for the project	Excellent motivation letter	Great interest for the project	Justification	OK	OK	OK	Justification	