

Jury Meeting Minute

1 Research Technician

Reference IMM/CT/81-2021

iMM opened a call to recruit a Research Technician to join the Telomeres, long noncoding RNAs and genome stability Laboratory coordinated Claus M. Azzalin funded by private funds.

The job advert was published in EURAXESS.pt Portal on 28th of October 2021, and also disseminated in iMM website and social networks.

The call was opened from 1st of November until 26th of November 2021, having applied the following candidates:

- Chiara Perrod
- Cláudia Bessa
- Filipe Almeida
- Joana Alves
- Karina Marangoni
- Klementina Borovnik
- Miguel Guedes
- Richad Ismael
- S. Afsar

On the 1st of December 2021 the jury composed by Claus Maria Azzalin, Bruno Silva and Joana Rodrigues met to analyzed the application documents (- Motivation Letter; Detailed CV; - Degree certificates; - Contacts of 2 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:

1st Phase: Curricular evaluation: 50% and Motivation Letter: 25%;

2nd Phase: Interview:25%

Curriculum (50%)

Under the Curriculum Vitae it was assigned the following valuation to each one of the criteria:

- MSc or PhD degree in areas of molecular and cellular biology (10%);
- At least 5 years of proven laboratory experience (10%);

- Experience in cell and molecular biology techniques (eg. immunostaining and microscopy, mammalian cell culture, transfections, western blotting, quantitative PCR, cell death analysis, etc.) (20%);
- Managing skills (10%);

Motivation Letter (25%)

- Motivation and interest for the activities to be performed (15%);
- Command of the written English language (10%).

The analysis and discrimination of each candidate classification in this First Phase is presented in the table of Annex I where all admitted applicants were ranked by order, from the highest to the lowest classification.

Following this, 2 applicants obtained a score equal and/or higher than **60%**. In this case the applicants selected for an interview are identified below. The interviews took place on the 6th and 7th of December 2021.

- Chiara Perrod
- Cláudia Bessa

INTERVIEW (35%)

For the interview were considered the below requirements:

- Knowledge of the field (3%);
- Motivation to pursue a research project (3%);
- Management skills (2%);
- Command of the spoken English (4%);
- Ability to prioritize decisions and tasks (3%);
- Ability to easily adapt to changes (3%);
- Ability to well communicate to others (3%);
- Forward thinking, can-do, pro-active attitude (4%).

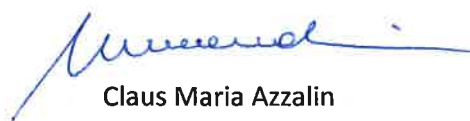
The analysis and discrimination of each candidate classification in Second Phase and total classification in both phases are presented in the table of Annex II attached to this minute.

Note: The jury decided that only a candidate with a score equal and/or higher than 80% justifies to be offered the position.

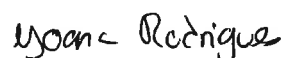
Lisbon, 20th of December 2021



Bruno Silva



Claus Maria Azzalin



Joana Rodrigues

Employment Contract - Ref. IMM/CT/81-2021

Applicants	Curriculum Vitae (50%)					Motivation Letter (25%)		Total ANNEX I	Justification
	MSc or PhD degree in areas of molecular and cellular biology (10%)	At least 5 years of proven laboratory experience (10%)	Experience in cell and molecular biology techniques (eg, immunostaining and microscopy, mammalian cell culture, transfections, western blotting, quantitative PCR, cell death analysis, etc.) (20%)	Managing skills (10%)	Motivation and interest for the activities to be performed (15%)	Command of the written English language (10%)			
Chiara Perrod	10	10	15	10	8	10	63	The candidate has wide experience in a laboratory and seems motivated towards the proposed activities. She has acquire a set of skills that overlap, although not fully, with the tasks of the work. She also has experience in managing a laboratory.	
Cláudia Bessa	10	10	17	6	8	10	61	The candidate has experience in cancer biology and seems motivated towards identifying molecules to be used in anti-cancer therapy. She also masters a number of techniques that very well overlap with the ones requested for the job. She has some experience in lab managing.	
Karina Marangoni	10	10	12	7	8	10	57	The candidate has wide experience in a laboratory, however the experience acquired in last few years in Biotechnology and Bioengineering do not strongly overlap with the expectations for this position. While the candidate has been developing research in oncobiology, she does not express her motivation toward the proposed activities in this project. She has some experience in lab managing.	
Richard Ismael	10	2	12	4	15	10	53	The candidate seems motivated for the proposed job and has some experience with genome instability. However, he does not have 5 full years of lab work and his lab managing skills are not clear.	
S. Afkar	10	10	10	8	5	10	53	The candidate has extensive experience in the laboratory, although the work previously performed is not directly related with culturing and manipulation of human cancer cells. The motivation seems good, however there is no clear mention to the candidate's interest in the biology of cancer.	

ANEXO I

MR
B.S.
Cue

Miguel Suedes	10	2	15	4	10	8	49	The candidate seems motivated for the proposed job and has experience with techniques that partially overlap with the requested ones. However, he does not have 5 full years of experience in a research laboratory.
Filipe Almeida	10	10	8	4	5	10	47	The candidate has experience in the lab and seems motivated to continue his career in science. However, from the CV it is not clear what specific techniques he is skilled with. There is no clear mention to experience with lab managing. Additionally, the motivation letter is quite vague and there is no real reference to the activities to be performed.
Joana Alves	10	2	10	5	10	10	47	The candidate shows interest in the proposed work and seems motivated. However, by adding up the different work experience in her CV, she does not have 5 full years of lab work. There is no clear reference to lab managing.
Klementina Borovnik	10	2	10	4	10	10	46	The candidate seems to be motivated and has collected several lab experiences during the last few years. However, her lab internships do not sum up to 5 years. The techniques mastered by the candidate are partly overlapping with the ones requested for the job. There is no clear reference to experience with lab managing.

ANEXO II

Employment Contract - Ref. IMM/CT/81-2021

MR B.S.
Cue

Applicants	Total ANNEX I	Interview (25%)								Total ANNEX II	Total ANNEX I + ANNEX II	Justification
		Knowledge of the field (3%)	Motivation to pursue a research project (3%)	Management Skills (2%)	Command of the spoken English (4%)	Ability to prioritize decisions and tasks (3%)	Ability to easily adapt to changes (3%)	Ability to well communicate to others (3%)	Forward thinking, can-do, pro-active attitude (4%)			
Chiara Perrod	63	2	3	2	4	2	3	3	3	22	85	The candidate was very interested in the job position and was able to fully communicate her enthusiasm for the research plan. She also knew well the work performed in the lab and clearly expressed her ambitions and intention to supervise younger students and actively participate in the lab organization. Her English was excellent. Overall the candidate appeared to be a very good fit for the project.
Cláudia Bessa	61	1	2	2	2	2	2	2	2	15	76	The candidate was interested in the project however she appeared not very familiar with genome instability and telomere biology. Overall, she demonstrated interest in the project. She seems to have experience in lab management and in supervising younger students. Her English was good however sometimes there were some difficulties in communication.