Jury Meeting Minute
ONE Expert in Electron Microscopy
Reference IMM/CT/22-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of an Expert in Electron Microscopy to join the Comparative Pathology Unit (CPU), under the Associate Laboratory statute within funding reference *LA/P/0082/2020* supported by National Funds (FCT – OE).

The job advert was published in EURAXESS Portugal on 18th of February 2022 and also disseminated in iMM website.

The call was opened for 10 working days starting on 21st of February and ending on 4th of March 2022, having applied the following candidate:

- Moara Lemos

On the 8th of March 2022, the jury composed by Luísa Figueiredo, Edgar Gomes and Vanessa Morais met to analyze the application documents (- Detailed CV; - Motivation letter; - PhD Certificate; - Contacts of 2 references) in accordance to the profile and work plan indicated in the job advert.

The sole admitted applicant was analyzed according to the following selection method, which was also indicated in the job advert:

- 1st Phase: CV and experience in electron microscopy: 60%; motivation letter: 20%.

CV and experience in electron microscopy (60%)
The curricular evaluation was based in the following criteria:
- PhD holder with >5 years of post-doctoral experience in Electron microscopy procedures (SEM, TEM, FIB-SEM) and techniques such as sample fixation, sample embedding, sectioning, and post-staining (20%);
- Experience of tackling different research questions and working in different institutional environments (15%);
- Experience in cryo electron microscopy, correlative light and electron microscopy (CLEM), and 3D imaging techniques such as electron tomography will be considered a very strong asset (15%);
- General skills in light microscopy (e.g. transmission light microscopy, fluorescent microscopy) (10%).

Motivation letter (20%)
The motivation letter analysis was based in the following criteria:
- Motivation and interest for the proposed work plan (15%);
- Proficiency in written English (5%).

The analysis and discrimination of the sole admitted candidate's classification in the First Phase of current process are presented in the table of Annex I attached to this minute.

Following the evaluation of the curricular information and motivation letter, the sole admitted candidate scored 71,67 % and was invited for an interview.

Interview (20%)

The interview took place on 11th of March 2022 and took in consideration the following criteria:
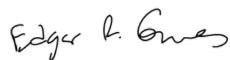
- Verbal communication skills in English and Portuguese (2%);
- Organizational and problem-solving skills (4%);
- Interest to learn how to operate, maintain and troubleshoot electron microscopes and other related equipment (4%);
- Ability to perform tasks requiring a high degree of manual dexterity and patience (4%);
- Able to establish and maintain effective working relationships with supervisors, co-workers and users of the facility (3%);
- Demonstrated independent work as well as small-team work (3%).

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

Lisbon, 14th of March of 2022

Luisa Figueiredo

Edgar Gomes

Vanessa Morais

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/22-2022

Applicants	CV and experience in electron microscopy (60%)																				Motivation Letter (20%)									Total ANNEX I
	PhD holder with >5 years of post-doctoral experience in Electron microscopy procedures (SEM, TEM, FIB-SEM) and techniques such as sample fixation, sample embedding, sectioning, and post-staining (20%)				Experience of tackling different research questions and working in different institutional environments (15%)				Experience in cryo electron microscopy, correlative light and electron microscopy (CLEM), and 3D imaging techniques such as electron tomography will be considered a very strong asset (15%)				General skills in light microscopy (e.g. transmission light microscopy, fluorescent microscopy) (10%)				Motivation and interest for the activities to be performed (15%)				Proficiency in written English (5%)				
Name of Jury	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	
	18%	16%	18%	17,33%	14%	13%	13%	13,33%	13%	13%	14%	13,33%	9%	8%	8%	8,33%	14%	14%	15%	14,33%	5%	5%	5%	5,00%	71,67%
Moara Lemos	Ms Lemos shows to have experienced in the relevant methologies	Candidate has a lot of experience in FIB-SEM, SEM and TEM.	Fantastic experience that fits well the profile we are loooking for	Justification	Ms Lemos has performed EM in many laboratories, inlcuding Vanderlei de Sousa, a reknown expert in EM in Brasil.	The candidate has worked in more than 4 different laboratories, showing her capacity to adapt to new environments and different research questions.	She has worked in several labs in Brasil and France. At the Pasteur, she interact with a high-end EM platform.	Justification	Ms Lemos shows to have experienced in the relevant methologies	Candidate has a lot of experience in FIB-SEM, SEM and TEM.	Fantastic experience that fits well the profile we are loooking for	Justification	Although this is not her major expertise, Ms Lemos knows enough for this post.	The candidate has the appropriate skills in light and fluorescent microscopy.	She shows to harbor generl skills in light microscopy.	Justification	Ms Lemos shows to be motivated for this job, to have the right skills and a good understanding of what the post involves.	Although she has no experience in a facility, she shows to have the right personal and scientific skills for the job.	Excellent letter, convincingly showing she has the motivation and technical skills for this position.	Justification	The level of English shown in the motivation letter is Excellent.	Very good level of English	Very good level of English	Justification	

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/22-2022

Each element of the jury analyzed and rated the interview of the sole candidate and all agreed unanimously in the classification and justification given below.

Applicants	Interview (20%)																														Total ANNEX II	Total ANNEX I + ANNEX II
	Verbal communication skills in English and Portuguese (2%)				Organizational and problem-solving skills (4%)				Interest to learn how to operate, maintain and troubleshoot electron microscopes and other related equipment (4%)				Ability to perform tasks requiring a high degree of manual dexterity and patience (4%)				Able to establish and maintain effective working relationships with supervisors, co-workers and users of the facility (3%)				Demonstrated independent work as well as small-team work (3%)					
Name of Jury	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average	Luisa Figueiredo	Edgar Gomes	Vanessa Morais	Average		
	2%			**2,00%**	4%			**4,00%**	3,50%			**3,50%**	5,00%			**5,00%**	2,00%			**2,00%**	2,50%			**2,50%**	**19,00%**	**90,67%**
Moara Lemos	Excellent communicatin skills; proficient in English — *Justification*				Ms Moara showed to think logically about problems and be able to find constructive solutions. — *Justification*				Ms Moara is knowledgeable of different kimds of EM microscope. She understand tat each microscope can have its "personality" and how important to adjust the protocols accordingly. Besides, she is well connected to EM newtorks such as in pasteur and EMBL. — *Justification*				Ms Moara is passionate about EM. She loves to develop microscopy methods to answer challenging questions. — *Justification*				Her former supervisor had a very high opinion of Ms Moara and explained she is a team player. The interactions with lab colleagues (students/post-docs, other Pis) was very good. Ms. Moara has no experience of working in a facility. — *Justification*				Ms. Moara has been able to establish newlines of research in at last 4 different labs in Brasil and France, two very different culture environments. She has experience working in different kinds of biologicl samples and showed a great enthusiasm to learn more. — *Justification*					