

An D. Domingues
Helena Pinheiro
Cláudia Silva

Jury Meeting Minute

ONE Multimedia Officer

Reference IMM/CT/28-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Multimedia Officer to join the Communication Office under the supervision of Inês Domingues.

The job advert was published in EURAXESS Portugal on 11th of March 2022 and also disseminated in iMM website and iMM social networks.

The call was opened from 11st of March until 30th of April 2022, having applied the following candidates:

- Andrés Azzolina
- António Silva
- Carlota Silva
- Carolina Rodrigues
- Catarina Henriques
- Catarina Pisco
- Cátia Leite
- **Diana Silva**
- **Edna Vidigal**
- Fabrice Pinto
- Gabriel Esgueira
- **Inês Dixe**
- Jean Wesley Morais
- Jessica Machado
- **João Guerreiro**
- João Lucas Paulino
- João Pinto Oliveira
- Leonor Barão
- Luciano Cieza
- Marta Laureano
- **Miguel Leonardo**
- Raúl Pina Vicente
- Vítor Fernandes
- Yaeli Bloom

The candidates identified below were excluded since they have not sent all the required documents:

- Diana Silva
- Edna Vidigal
- Inês Dixe
- João Guerreiro
- Miguel Leonardo

On the 4th of May 2022, the jury composed by Inês Domingues, Helena Pinheiro and Cláudia Silva, met to analyze the application documents (Motivation Letter, Detailed CV, portfolio and Degree and/or MSc degree 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:

- 1st Phase: Curricular evaluation and portfolio: 30% and Motivation Letter: 30%. Only candidates with at least 50% will be selected for an interview.
- 2nd Phase: Interview: 40%

Curricular Evaluation and Portfolio (30%)

The curricular and Portfolio evaluation were based in the following criteria:

- BSc / MSc Degree in Cinema, Audiovisual, Multimedia or related fields (8%)
- Knowledge of Adobe Creative Suite (After Effects, Premiere, Photoshop, Illustrator) as well as OBS or other streaming software (8%)
- Communication skills in Portuguese and English (4%)
- Analysis of portfolio (10%)

Motivation letter (30%)

The motivation letter analysis was based in the following criteria:

- Motivation and interest for the activities to be performed (25%)
- Interest in science (5%)

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

Interview (40%)

Thus, the below identified applicants obtained at least 50% in First phase and were invited for an interview. The interview took place on 9th and 10th of May 2022.

- Andrés Azzolina
- Fabrice Pinto
- Jean Wesley Morais
- João Lucas Paulino
- João Pinto Oliveira
- Leonor Barão
- Luciano Cieza
- Marta Laureano
- Yaeli Bloom

In response to the invitation, the candidate Fabrice Pinto informed us that he was no longer interested in the position due to a new job offer.

For the interview, the jury considered the following criteria:

- Ability to prioritize and handle multiple projects and deadlines simultaneously, attention to detail and organized thinking (10%)
- Strong team player and comfortable working independently (5%)
- Forward thinking, can-do, pro-active attitude (5%)
- Result of a film editing exercise (20%)

Lisbon, 13th of May of 2022

Inês Domingues



Helena Pinheiro



Cláudia Silva



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ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/28-2022

Applicants	Curricular Evaluation and Portfolio (30%)				Motivation Letter (30%)		Total ANNEX I	Justificação
	BSc / MSc Degree in Cinema, Audiovisual, Multimedia or related fields (8%)	Knowledge of Adobe Creative Suite (After Effects, Premiere, Photoshop, Illustrator) as well as OBS or other streaming software (8%)	Communication skills in Portuguese and English (4%)	Analysis of portfolio (10%)	Motivation and interest for the activities to be performed (25%)	Interest in science (5%)		
Andrés Azzolina	8	8	4	10	25	5	60,00	Degree in Cinema and Master in Multimedia Arts (to be concluded). Extensive experience in audiovisuals and multimedia agencies, including in the advertisement industry. Proficiency in different edition softwares, including film, motion graphics and streaming software. Excellent communication skills in Portuguese and English. Interesting portfolio showing a wide range of outputs and possibilities. Interesting motivation letter, clearly showing an interest for the activities performed and how acquired skills could add value to the work proposed. Also showed interest in science, specifically in the life sciences.
António Silva	8	6	4	0	8	0	26,00	Degree in Multimedia Engineering with additional formal training in virtual reality. Work experience as web designer and web developer. Proficiency in edition softwares and fluency in English. Unfortunately, the candidate did not include a portfolio to be evaluated. Dedicated motivation letter, but with no indication of specific interest for the activities proposed.
Carlota Silva	8	6	1	8	12	0%	35,00	Degree in Multimedia Arts and Master in Cinema. Work experience with video editing and motion graphics. It is not clear if is comfortable with the filming part as there is no mention to this neither in the portfolio or in the CV. Communication skills in English are not mentioned in the CV. The candidate has not mentioned in the motivation letter a specific interest for the activities proposed, but has mentioned an interest for science in the video reels.
Carolina Rodrigues	4	3	4	5	17	5%	33,05	The candidate has no formal degree in Multimedia-related fields, but is currently attending World Academy on Digital content creation. The candidate has had some working experience in post-production. Reference in CV of knowledge in edition softwares including Adobe Premiere. Portfolio with interesting photography works and some video outputs. Communication skills in Portuguese and fluent in English. Interest in science-related areas due to background and current interests.
Catarina Henriques	8	6	2	5	17	5	43,00	Degree in Multimedia and Master in Cinema. Reference in CV of knowledge with different edition softwares. Has no working experience so far, but has already produced different outputs (films and photography). Poor communication skills in English as stated in the motivation letter and this is a requirement for the position, as we are an international research institute.
Catarina Pisco	8	6	4	7	17	0	42,00	Degree in Visual Arts and Master Degree in Animation. The candidate has an interesting portfolio with a strong emphasis on illustration and animation that clearly is what it stands out. The candidate has been involved in different initiatives, showing to be pro-active and eager to progress professionally. Good communication skills in Portuguese and English.
Cátia Leite	8	6	4	5	13	5	41,00	Degree in Audiovisual and Multimedia and Master in Science Communication. Confused CV mixing "Professional experience" and "Education". The candidate has produced short films during college and has a special interest for photography. The candidate seems to have good communication skills and has a dedicated motivation letter, although generic in terms of the activities proposed for this specific position. Lacks attention to detail as has sent a recommendation letter written for a different position.

Ana Luiza Aragão Helena Pires

Fabrice Pinto	8	8	4	10	25	5	60,00	Degree in Marketing and post-grad in Cinema, Motion Graphics and Arts. Extensive experience in audiovisuals as a freelancer, in multimedia agencies and research institutes. Proficiency in different edition softwares, including film, motion graphics and streaming software. Excellent communication skills in Portuguese and English. Excellent portfolio showing a wide range of outputs and possibilities. Dedicated motivation letter with knowledge of how a research institute works and the added value that could bring to the tasks proposed.
Gabriel Esgueira	8	6	1	0	17	5	37,00	Degree in Multimedia Engineering and Master in Multimedia (to be concluded). Extensive knowledge with different edition softwares and filming procedures. Good communication skills in Portuguese. Unfortunately, the candidate did not include a portfolio to be evaluated.
Jean Wesley Morais	8	8	4	10	17	5	52,00	Degree in Photography and Master in Cinema (to be concluded). Extensive experience in audiovisuals and multimedia agencies, including in the advertisement industry. Proficiency in different edition softwares and photography. Excellent communication skills in Portuguese and English. Interesting portfolio showing a wide range of outputs and possibilities. The candidate has a dedicated motivation letter, clearly showing an interest for the activities proposed and how could contribute to the team and institute.
Jessica Machado	0	3	2	0	17	5	27,00	The candidate has no formal degree in Multimedia-related fields. Unfortunately, the candidate did not include a portfolio to be evaluated.
João Lucas Paulino	8	7	4	10	25	5	59,00	Degree in Cinema with a specialization in and sound design. Author works and interesting portfolio with visuals and sound outputs. Knowledge in different edition softwares and sound design. Excellent communication skills in Portuguese and English. The candidate has a dedicated motivation letter, with a clear interest for the activities proposed and showing interest (and past experience) in science-related fields.
João Pinto Oliveira	8	7	4	10	25	5	59,00	Degree in Communication with specialization in Cinema and TV. Additional formal education in video post-production. Extensive knowledge in different edition softwares. Excellent communication skills in Portuguese and English. Interesting portfolio with a special eye for storytelling. Dedicated motivation letter, clearly showing an interest for the activities proposed and how could contribute to the team and institute.
Leonor Barão	8	7	4	10	25	5	59,00	Degree in Photography. Interesting portfolio that show a author works and several interactions with artists and outputs. Professional experience with different edition softwares, including film and photography. Excellent communication skills in Portuguese and English. Dedicated motivation letter, clearly showing an interest for the activities proposed and with some experience in working within the research environment and how multimedia can be an added value.
Luciano Cieza	8	8	4	10	25	5	60,00	Degree in Cinema and Master in Multimedia Arts. Extensive experience in cinema and multimedia as a freelancer and in multimedia agencies. Proficiency in different edition softwares, including film and photography. Excellent communication skills in Portuguese and English. Excellent portfolio showing a wide range of outputs and possibilities. Dedicated motivation letter.
Marta Laureano	8	7	4	10	25	5	59,00	Degree in Illustration, Cinema and TV. Professional experience in multimedia and movie production. Professional experience with different edition softwares, including film and motion graphics. Excellent communication skills in Portuguese and English. Interesting portfolio with a wide range of outputs and possibilities. Dedicated motivation letter with an interest for the activities proposed and also for science.
Raúl Pina Vicente	2	4	3	0	8	0	17,00	The candidate has no formal degree in Multimedia-related fields, but has had a specialization in Movie Animation. Has professional experience with 2D cinema animation. Unfortunately, the candidate did not include a portfolio to be evaluated.

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Vitor Fernandes	8	4	2	0	8	0	22,00	Degree in Communication and New Technologies. The candidate has professional experience with video and photography. Unfortunately, the candidate did not include a portfolio to be evaluated.
Yaeli Bloom	8	7	2	10	25	0	52,00	Degree in Cinema with specialization in Motion graphics, Illustration and Animation. Extensive experience as freelancer and in multimedia agencies. Proficiency in different edition softwares, including film, motion graphics and animation. Excellent communication skills. Excellent portfolio showing a wide range of outputs and possibilities.

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/28-2022

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Applicants	Total ANNEX I	Interview (40%)				Total ANNEX II	Justificação	Total ANNEX I + II
		Ability to prioritize and handle multiple projects and deadlines simultaneously, attention to detail and organized thinking (10%)	Strong team player and comfortable working independently (5%)	Forward thinking, can-do, pro-active attitude (5%)	Result of a film editing exercise (20%)			
Andrés Azzolina	60,00	10	5	4	14	33,00	Extensive professional experience in the field, very organized thinking, very pro-active, with a profound knowledge of multimedia and with different resources applied to each objective. Very good exercise, using different editing elements and adding new features not requested.	93,00
Jean Wesley Morais	52,00	10	5	4	11	30,00	Extensive professional experience with audiovisuals, with a special eye and interest for photography. Organized thinking, very pro-active, and able to deal with several projects and deadlines. Good exercise with smooth transitions.	82,00
João Lucas Paulino	59,00	6	5	2	12	25,00	Candidate with potential to develop different projects, specially related to sound and with an interesting eye for science. Pro-active and showing ability to work with different projects at the same time. Very good exercise with addition of new features not requested.	84,00
João Pinto Oliveira	59,00	6	5	3	7	21,00	Interesting candidate with organized thinking and a pro-active attitude that has studied the work done by our team. Exercise has not shown a special attention to detail, although there was an effort to work some features.	80,00
Leonor Barão	59,00	8	5	4	10	27,00	Candidate with interesting vision about multimedia and how that can help science and science communication. Interesting portfolio, particularly in photography and video. Good exercise with additional elements not requested. Failed to deliver the exercise on time due to technical difficulties.	86,00
Luciano Cieza	60,00	10	4	2	7	23,00	Extensive professional experience with audiovisuals and able to deal with several projects and deadlines. Exercise has not shown a special attention to detail.	83,00
Marta Laureano	59,00	8	5	2	17	32,00	Interesting portfolio, and although it is a junior candidate, has shown a very organized thinking, pro-active attitude, and willing to work hard. Excellent exercise combining different elements and smooth transitions with a special attention to detail.	91,00
Yaeli Bloom	52,00	5	5	2	7	19,00	Extensive professional experience with audiovisuals and animation. Interesting portfolio, particularly in animation and motion graphics. Exercise has not shown a special attention to detail.	71,00