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Jury Meeting Minute
Reference of Fellowship IMM/BI/16-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for a Research Fellowship with the funding support from Fundação para a Ciência e a Tecnologia, IP.P. / MCTES through national funds (PIDDAC), through the research project *PTDC/MED-IMU/0938/2020 - "Targeting naïve CD4 T cells to avoid human immunodeficiency" (NAÏVETALENT)*.

The ad was published at EURAXESS Portugal Portal http://www.eracareers.pt/ on 31ˢᵗ of May 2022 and disseminated in iMM website.

The call was opened from 1ˢᵗ of June until 15ᵗʰ of July 2022 and during which the following applicant applied:

- ✓ Aabid Hussain
- ✓ Akheel Anees
- ✓ Benilde Pondeca
- ✓ Bruno Martins
- ✓ Carlos Alexandre Curlofo Corsi
- ✓ Cláudia Sofia Seixas Pinto
- ✓ Eduarda Santos Ventura
- ✓ Emily Jelagat
- ✓ Inês Borges
- ✓ Inês Fonseca
- ✓ Jiang Zhou
- ✓ José Maria Furtado Cabral Gomes da Costa

- ✓ Mafalda Barros
- ✓ Mariana Vale de Amaro Sousa
- ✓ Marta Gallis Ramalho
- ✓ Miguel Mira
- ✓ Rute Santos
- ✓ Selay Demirici Dos Santos Duarte
- ✓ Shakiba Gholami
- ✓ Susana Santos
- ✓ Vasco de Almeida Lucas
- ✓ Varash ShamsAkhzari

The following applications were not considered since they did not fulfill all the call notice requirements:

- ✓ Aabid Hussain
- ✓ Jiang Zhou
- ✓ José Maria Furtado Cabral Gomes da Costa
- ✓ Mafalda Barros
- ✓ Varash ShamsAkhzari

On the 28 of July 2022 the jury composed by Afonso Almeida, PhD (Assistant Professor FMUL/ Investigator iMM), Alexandre Raposo, PhD (Investigator iMM), and Ana Espada de Sousa, MD, PhD (Investigator Coordinator and Full Professor FMUL / Group Leader iMM) met to analyze the application documents (- Motivation Letter; - Detailed CV; - BSc and/or MSc degree certificate; - Contacts of 2 references; - Candidate's declaration of honor indicating previous fellowships, if any, its typology and duration.) in accordance to the profile and work plan indicated in the job advert. In case the applicant does not have yet the required degree certificate, a declaration of honor stating the conclusion of the necessary qualifications for the purposes of this process will be accepted and must be sent by the end date of the call.

Work Plan and Goals: *The work plan co-opts cell and tissue culture systems, in-vitro HIV infection approaches and use of the biosafety-level 3 (BSL-3) facility, flow cytometry, histology, molecular biology techniques and NGS approaches to uncover mechanisms underlying the establishment and maintenance of the human naïve CD4 T cells that will translate into new strategies to preserve immune competence throughout ageing and to foster immune recovery in the face of thymus impairment, transplantation or pro-inflammatory states found in many immune disorders and persistent infections.*

The specific objectives are:

1. *Reveal the contribute of the thymus to the heterogeneity of the naïve compartment.*
2. *Discover novel cues to modulate homeostatic proliferation conserving naivety.*
3. *Better understand the unique behaviour of naïve regulatory T cells.*
4. *Decipher the impact of a pro-inflammatory microenvironment in naïve CD4 T cells.*

Candidate's Profile: *- BSc and/or MSc degree holder in in the area of Biomedicine; referential requirements: - Experience in cell isolation and cell and/or tissue culture; - Experience in Flow Cytometry; - Experience in Molecular Biology.*

Necessary Documents for Applications: *- Motivation Letter; - Detailed CV; - BSc and/or MSc degree certificate; - Contacts of 2 references; - Candidate's declaration of honor indicating previous fellowships, if any, its typology and duration.*

Selection Method: *Curricular Evaluation (60%) and Interview (40%). Only the candidates that obtain a minimum score of 45% in the Curricular Evaluation phase will be selected for an interview.*

CURRICULAR EVALUATION(60%)

The analysis of the Curriculum Vitae took in consideration:

- BSc and/or MSc degree holder in in the area of Biomedicine (10%);
- Experience in cell isolation and cell and/or tissue culture (10%);
- Experience in Flow Cytometry (10%);
- Experience in Molecular Biology (10%);
- Motivation Letter (20%).

The analysis and discrimination of the admitted candidates classification in the First phase is presented in Annex I.

INTERVIEW (40%)

Following this, the jury decided to invite for an interview the applicant that scored at least 45% in the first phase. The candidates are identified below:

- ✓ Akheel Anees
- ✓ Emily Jelagat
- ✓ Mariana Vale de Amaro Sousa
- ✓ Marta Gallis Ramalho
- ✓ Rute Santos
- ✓ Selay Demirici Dos Santos Duarte
- ✓ Vasco de Almeida Lucas

The interview took place on 26, 28 and 29 July 2022 and it was based on the criteria indicated below:

- Adequacy of the previous experience of the candidate to the work plan (10%);
- Curiosity and motivation for the proposed activities (10%);
- Position fit with the career plan (10%);
- Communication skills and teamwork experience (5%);
- References (5%).

The analysis and discrimination of the candidate's classification in the Second phase and total classification and ranking is presented in Annex II.

At this stage, the selected candidate is the one with the highest score, namely Emily Jelagat.
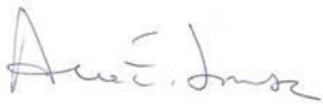
Lisbon, 29th of July of 2022

Afonso Almeida, PhD (Assistant Professor FMUL/ Investigator iMM)

Alexandre Raposo, PhD (Investigator iMM)

Ana Espada de Sousa, MD, PhD (Investigator Coordinator and Full Professor FMUL / Group Leader iMM)

ANEXO I

Fellowship Reference IMM/BI/16-2022

Applicant	CURRICULAR EVALUATION (60%)					Total	Justification *(must be clear, transparent and enough)*
	BSc and/or MSc degree holder in in the area of Biomedicine (10%)	Experience in cell isolation and cell and/or tissue culture (10%)	Experience in Flow Cytometry (10%)	Experience in Molecular Biology. (10%)	Motivation letter (20%)		
Akheel Anees	8	9	5	8	16	46	Interesting CV. Scientific profile. Selected for interview
Benilde Pondeca	8	5	0	6	10	29	Lack of experience in Flow cytometry
Bruno Martins	8	6	0	5	12	31	Lack of experience in Flow cytometry
Carlos Alexandre Curlofo Corsi	8	5	3	5	9	30	CV and motivation letter not in line with the position
Cláudia Sofia Seixas Pinto	8	5	0	4	10	27	Lack of experience in Flow cytometry
Eduarda Santos Ventura	7	3	0	3	13	26	Lack of experience in Flow cytometry
Emily Jelagat	8	8	9	8	16	49	Interesting CV. Scientific profile. Selected for interview
Inês Borges	8	5	0	5	10	28	Lack of experience in Flow cytometry
Inês Fonseca	8	3	4	7	14	36	CV not in line with the position
Mariana Vale de Amaro Sousa	9	8	5	8	16	46	Interesting CV. Scientific profile. Selected for interview
Marta Gallis Ramalho	8	8	4	9	16	45	Interesting CV. Scientific profile. Selected for interview
Miguel Mira	8	6	0	6	12	32	Lack of experience in Flow cytometry
Rute Santos	9	8	7	7	20	51	Interesting CV. Scientific profile. Selected for interview
Selay Demirici Dos Santos Duarte	9	7	2	9	18	45	Interesting CV. Scientific profile. Selected for interview
Shakiba Gholami	8	6	4	6	14	38	CV not in line with the position
Susana Santos	8	7	0	6	10	31	Lack of experience in Flow cytometry
Vasco de Almeida Lucas	9	8	1	9	18	45	Interesting CV. Scientific profile. Selected for interview

Lisboa 29th July, 2022

Afonso Almeida (IMM, FMUL)   Alexandre Raposo (IMM)   Ana Espada de Sousa (IMM, FMUL)

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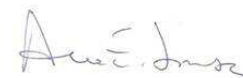| Applicant	CURRICULAR EVALUATION(60%)	INTERVIEW (40%)					Total ANNEX II	Justification	Total ANNEX I + ANNEX II	Ranking
		Adequacy of the previous candidate to the work plan (10%)	Curiosity and motivation for the proposed activities (10%)	Position fit with carreer plan (10%)	Comunication skills and teamwork experience (5%)	References (5%)				
Emily Jelagat	49	8	7	8	4	4	31	Highly motivated and with good scientific and clinical reasoning. Previous experience in many of the required methodologies.	80	1
Rute Santos	51	8	7	6	3	3	27	Motivated, with experience in immunology projects and in the methodologies of the project.	78	2
Marta Gallis Ramalho	45	6	6	8	4	5	29	Very good communication skils, experience in viral immunity, motivated although not absolutely fitted with the immunology questions of the project.	74	3
Mariana Vale de Amaro Sousa	46	8	9	3	3	3	26	Highly motivated and with very good scientific reasoning but the position is not compatible with the Master course that candidate plans to start in September	72	4
Akheel Anees	46	8	5	8	2	2	25	Motivated, mature with past experience in projects in the immunological field.	71	5
Selay Demirici Dos Santos Duarte	45	6	6	4	5	3	24	MD background and relevant experience in clinical microbiology, though lacking experience in immunology research	69	6
Vasco de Almeida Lucas	45	6	8	2	4	3	23	Motivated but position not compatible with the Medical course that candidate plans to start in September	68	7

Lisboa 29th July, 2022

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