

M. Mota
Nuno Morais
Bff

Jury Meeting Minute
ONE Data Science and Information Systems Director
Reference IMM/CT/60-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Data Science and Information Systems Director to join the Pre-Award Team, 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 19th of May 2022 and also disseminated in iMM website.

The call was opened for 10 working days starting on 20th of May 2022 and ending on 2nd of June 2022, having applied the following candidate:

- Alexander Andrew Davidson
- Daniel Felício Silva

On the 9th of June 2022, the jury composed by Maria M. Mota, Bruno Silva Santos and Nuno Morais met to analyze the application documents (- Detailed CV; - Motivation letter; - PhD 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: 40% and Motivation Letter: 10%;

2nd Phase: Interview: 50%. Only selected candidates who score at least 35% in phase 1 will be interviewed.

Curricular Evaluation (40%)

The curricular evaluation was based in the following criteria:

- a) PhD in Informatics, Computer Science, Information Technologies, Data Sciences or a similar area (10%).
- b) Experience in leading teams and projects in Information Technology and Data Management (15%).
- c) Experience in the development of artificial intelligence solutions for the analysis of biomedical data (10%).
- d) Experience in Distributed Ledger Technologies, namely Blockchain (5%).

Motivation letter (10%)

The motivation letter analysis was based in the following criteria:

- Motivation and interest for the proposed work plan (6%);
- Proficiency in written English (4%).

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.

Following the curricular analysis and the motivation letter, the two candidates scored at least 35%. The candidates are identified below and were invited for an interview (2nd Phase):

- Alexander Andrew Davidson
- Daniel Felício Silva

Interview (50%)

The interviews took place on the 17th of June 2022. The evaluation of the interview was based in the following criteria:

- a) Demonstrated ability to frame, lead, prioritize and contribute to multi-disciplinary team projects (15%).
- b) Scientific curiosity, with the ability to identify computationally approachable issues and to develop solutions independently and collaboratively (15%).
- c) Domain of the English language (5%).
- d) Communication skills (15%).

The analysis and discrimination of the candidates' score in the Second Phase and Total score in both phases are presented in the table of Annex II attached to this minute.

At this phase, the selected candidate will be the one with the highest score in the total of the two evaluation phases.

Lisbon, 20th of June of 2022



Maria M. Mota



Bruno Silva Santos



Nuno Morais

ANNEX I - Employment Contract Reference IMM/CT/60-2022

| Applicant | Curricular Analysis (40%) | | | | | | | | | | | | | | | | Motivation Letter (10%) | | | | | | | | Total |
|---------------------------|---|--|--|---------------|---|---|---|---------------|--|---|---|---------------|--|--|--|---------------|---|---|---|---------------|-------------------------------------|--------------------|-------------|---------------|-------|
| | PhD in Informatics, Computer Science, Information Technologies, Data Sciences or a similar area (10%) | | | | Experience in leading teams and projects in Information Technology and Data Management (15%) | | | | Experience in the development of artificial intelligence solutions for the analysis of biomedical data (10%) | | | | Experience in Distributed Ledger Technologies, namely Blockchain (5%) | | | | Motivation and interest for the proposed work plan (6%) | | | | Proficiency in written English (4%) | | | | |
| Name of the Jury | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | |
| Alexander Andrew Davidson | 9,0% | 9,0% | 9,0% | 9,0% | 10% | 10% | 10,0% | 10,0% | 7,0% | 7,0% | 7,0% | 7,0% | 5,0% | 5,0% | 5,0% | 5,0% | 5,5% | 5,5% | 5,5% | 5,5% | 4,0% | 4,0% | 4,0% | 4,0% | 40,5% |
| | Cyber Security | Cyber Security | Cyber Security | Justification | Track-record in managing projects and teams of researchers in cyber security and data science. Lack of experience in user-oriented IT projects. | Track-record in managing projects and teams of researchers in cyber security and data science. Lack of experience in user-oriented IT projects. | Track-record in managing projects and teams of researchers in cyber security and data science. Lack of experience in user-oriented IT projects. | Justification | Considerable experience in AI in data analysis but no experience with biomedical data. | Considerable experience in AI in data analysis but no experience with biomedical data. | Considerable experience in AI in data analysis but no experience with biomedical data. | Justification | Cybersecurity expert, with experience in the Cloudflare Ethereum blockchain gateway. | Cybersecurity expert, with experience in the Cloudflare Ethereum blockchain gateway. | Cybersecurity expert, with experience in the Cloudflare Ethereum blockchain gateway. | Justification | Exceptionally well written letter, revealing motivation for Data Science. Interest in and motivation for IS not so clear. | Exceptionally well written letter, revealing motivation for Data Science. Interest in and motivation for IS not so clear. | Exceptionally well written letter, revealing motivation for Data Science. Interest in and motivation for IS not so clear. | Justification | Native | Native | Native | Justification | |
| Daniel Felício Silva | 10,0% | 10,0% | 10,0% | 10% | 14,0% | 14,0% | 14,0% | 14% | 9,0% | 9,0% | 9,0% | 9,0% | 4,5% | 4,5% | 4,5% | 4,5% | 5,0% | 5,0% | 5,0% | 5,0% | 3,5% | 3,5% | 3,5% | 3,5% | 46,0% |
| | Computer Sciences / Information Technologies Engineering (Data science in Biomedical Research) | Computer Sciences / Information Technologies Engineering (Data science in Biomedical Research) | Computer Sciences / Information Technologies Engineering (Data science in Biomedical Research) | Justification | Leadership experience in diverse IT and Data Management projects. | Leadership experience in diverse IT and Data Management projects. | Leadership experience in diverse IT and Data Management projects. | Justification | Experience in the development of AI solutions and in dealing with health-related and biomedical data. | Experience in the development of AI solutions and in dealing with health-related and biomedical data. | Experience in the development of AI solutions and in dealing with health-related and biomedical data. | Justification | Experience in cybersecurity, including work on projects focused on Blockchain and Distributed Ledger Technologies. | Experience in cybersecurity, including work on projects focused on Blockchain and Distributed Ledger Technologies. | Experience in cybersecurity, including work on projects focused on Blockchain and Distributed Ledger Technologies. | Justification | Very good justification of match between candidate and position. | Very good justification of match between candidate and position. | Very good justification of match between candidate and position. | Justification | Proficient | Proficient | Proficient | Justification | |

Nuno Luís Barbosa Morais

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M/Morais

ANNEX II - Employment Contract Reference IMM/CT/60-2022

| Applicant | Interview (50%) | | | | | | | | | | | | | | | | Total ANNEX II | Total ANNEX I + ANNEX II |
|---------------------------|--|--|--|---------------|---|--|--|---------------|-------------------------------------|--------------------|-------------|---------------|---|---|---|---------------|----------------|--------------------------|
| | Demonstrated ability to frame, lead, prioritize and contribute to multi-disciplinary team projects (15%) | | | | Scientific curiosity, with the ability to identify computationally approachable issues and to develop solutions independently and collaboratively (15%) | | | | Domain of the English language (5%) | | | | Communication skills (15%) | | | | | |
| Name of the Jury | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | Maria M. Mota | Bruno Silva Santos | Nuno Morais | Average | | |
| Alexander Amdrew Davidson | 10,0% | 10,0% | 10,0% | 10,0% | 14,0% | 14,0% | 14,0% | 14,0% | 5,0% | 5,0% | 5,0% | 5,0% | 10,0% | 10,0% | 10,0% | 10,0% | 39,0% | 79,5% |
| | Clear ability to manage team projects but experience limited to teams of researchers. | Clear ability to manage team projects but experience limited to teams of researchers. | Clear ability to manage team projects but experience limited to teams of researchers. | Justification | Clear demonstration of scientific drive, strong intellect and ability to be productive both independently and collaboratively. | Clear demonstration of scientific drive, strong intellect and ability to be productive both independently and collaboratively. | Clear demonstration of scientific drive, strong intellect and ability to be productive both independently and collaboratively. | Justification | Native | Native | Native | Justification | Excellent communication at the academic and corporate levels. Uncertainty about ability to communicate with biomedical researchers as end-users of IT services. | Excellent communication at the academic and corporate levels. Uncertainty about ability to communicate with biomedical researchers as end-users of IT services. | Excellent communication at the academic and corporate levels. Uncertainty about ability to communicate with biomedical researchers as end-users of IT services. | Justification | | |
| Daniel Felício Silva | 14,0% | 14,0% | 14,0% | 14,0% | 14,0% | 14,0% | 14,0% | 14,0% | 4,5% | 4,5% | 4,5% | 4,5% | 14,0% | 14,0% | 14,0% | 14,0% | 46,5% | 92,5% |
| | 8 years of experience managing multi-disciplinary teams (developers, analysts, students, etc). | 8 years of experience managing multi-disciplinary teams (developers, analysts, students, etc). | 8 years of experience managing multi-disciplinary teams (developers, analysts, students, etc). | Justification | Clear demonstration of scientific drive, strong intellect and ability to be productive both independently and collaboratively. | Clear demonstration of scientific drive, strong intellect and ability to be productive both independently and collaboratively. | Clear demonstration of scientific drive, strong intellect and ability to be productive both independently and collaboratively. | Justification | Proficient | Proficient | Proficient | Justification | Remarkably flexible ability to effectively communicate with directors, subordinates and end-users. | Remarkably flexible ability to effectively communicate with directors, subordinates and end-users. | Remarkably flexible ability to effectively communicate with directors, subordinates and end-users. | Justification | | |

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