

Jury Meeting Minute

Laboratory Technician

Reference IMM/CT/96-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Laboratory Technician to join the Sérgio Almeida Laboratory coordinated by Professor Sérgio Almeida, under the research **PTDC/MED-OUT/4301/2020- "Decoding the Role of Break-Induced Transcription in Ageing" (BIT_Ageing)**, supported by FCT/ MCTES through national funds (PIDDAC).

The job advert was published in EURAXESS Portugal on 14th of November 2022, and also disseminated in iMM website.

The call was opened for 10 working days starting on 15th of November and ending on 28th of November 2022, having applied the following candidate:

- Ana Filipa Raimundo
- Anna Le Breton
- Beatriz Isabel Rodrigues
- Beatriz Sobreira
- Cláudia Bessa
- María Fidel Lledó
- Vasco de Almeida Lucas

On the 7th of December of 2022, the jury composed by professors Sérgio Almeida, Anne-Valerie Gendrel and Robert Martin met to analyze the application documents (- Detailed CV; - Motivation letter in English; - Master (MSc) Certificate; - Other documents that applicant may consider to be relevant) in accordance to the profile and work plan indicated in the job advert.

All admitted application were analyzed according to the following selection method, which was also indicated in the job advert:

- **1st Phase: Curriculum Evaluation: 35% and Motivation Letter: 15%;**
- **2nd Phase: Interview: 50%.**

Curricular Evaluation (35%)

The Curriculum Vitae based on the following criteria:

- Executed and/or published scientific work on chromatin biology (25%)
- Oral and poster communications (5%)
- Participation in research projects with a special emphasis on those directly related with the area of the work plan (5%).

The Motivation Letter (15%) based on the following criteria:

- Interest demonstrated by the candidate and the relevance of the candidate's profile to the topic of the call (10%)
- Command of the English language (5%).

The analysis and discrimination of the admitted candidates' classification in the First Phase are presented in the table of Annex I.

Interview (50%)

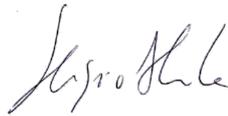
Only one of the applicants (Anna Le Breton) obtained at least 40% in the First phase and was invited for an interview. The interview took place on December 13, 2022.

For the interview, the jury considered the following criteria:

- Good communication skills, collaborative attitude, service-oriented team player (20%)
- Sense of organization, initiative, strong commitment, working ethics and rigor (20%)
- Spoken English (10%)

At this stage the candidate with the highest score will be the one selected for the position.

Lisbon, 13 of December of 2022



Sérgio Almeida

(President of the Jury and Responsible for the Project)



Anne-Valerie Gendrel



Robert Martin

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/96-2022

Applicants	CV (35%)										Motivation Letter (15%)					Total ANNEX I										
	Excused and/or published scientific work on chromatin biology (35%)					Oral and poster communications (5%)					Participation in research projects with a special emphasis on those directly related with the area of the work plan (5%)						Interest demonstrated by the candidate and the relevance of the candidate's profile to the topic of the call (10%)					Command of the English language (5%)				
	Sérgio de Almeida	Anne-Valérie Genot	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Genot	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Genot	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Genot	Robert Martin		Average	Sérgio de Almeida	Anne-Valérie Genot	Robert Martin	Average					
Ana Filipa Raimundo	Does not show evidence of having performed work on chromatin biology. 5%	Does not show evidence of having performed work on chromatin biology. 5%	Does not show evidence of having performed work on chromatin biology. 5%	5.00%	Excited	Excited	Excited	Justification	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Did not participate in any research projects directly related with the area of the work plan. 5.00%	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Justification	Shows some interest. Limited experience in the research topic of the call. 4%	Shows some interest. Limited experience in the research topic of the call. 4%	Shows some interest. Limited experience in the research topic of the call. 4%	4.00%	Excellent	Excellent	Excellent	5.00%						
Anna Le Breton	Solid experience in the research topic of the call. 25%	Solid experience in the research topic of the call. 25%	Weak record of communications. 1%	1.00%	Weak record of communications. 1%	Weak record of communications. 1%	Weak record of communications. 1%	Justification	Participated in projects directly related to the topic of the call. 5.00%	Participated in projects directly related to the topic of the call. 5.00%	Participated in projects directly related to the topic of the call. 5.00%	Justification	Highly interested. Solid experience in the research topic of the call. 10%	Highly interested. Solid experience in the research topic of the call. 10%	Highly interested. Solid experience in the research topic of the call. 10%	10.00%	Excellent	Excellent	Excellent	5.00%						
Beatriz Isabel Rodrigues	Limited experience in the research topic of the call. 10%	Limited experience in the research topic of the call. 10%	Weak record of communications. 1%	1.00%	Weak record of communications. 1%	Weak record of communications. 1%	Justification	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Justification	No evidence of motivation for this specific project. 4%	No evidence of motivation for this specific project. 4%	No evidence of motivation for this specific project. 4%	4.00%	Excellent	Excellent	Excellent	5.00%							
Beatrix Sobreira	Some experience in the research topic of the call. 15%	Some experience in the research topic of the call. 15%	Weak record of communications. 1%	1.00%	Weak record of communications. 1%	Weak record of communications. 1%	Justification	Participated in a research project that is related with the area of the work plan. 4.00%	Participated in a research project that is related with the area of the work plan. 4.00%	Participated in a research project that is related with the area of the work plan. 4.00%	Justification	No evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 5%	No evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 5%	No evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 5%	5.00%	Excellent	Excellent	Excellent	5.00%							
Cláudia Bessa	Some experience in the research topic of the call. 15%	Some experience in the research topic of the call. 15%	Excellent	5.00%	Excellent	Excellent	Justification	Participated in a research project that is related with the area of the work plan. 4.00%	Participated in a research project that is related with the area of the work plan. 4.00%	Participated in a research project that is related with the area of the work plan. 4.00%	Justification	No evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 5%	No evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 5%	No evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 5%	5.00%	Excellent	Excellent	Excellent	5.00%							
María Fidel Lledó	Does not show evidence of having performed work on chromatin biology. 5%	Does not show evidence of having performed work on chromatin biology. 5%	Weak record of communications. 1%	1.00%	Weak record of communications. 1%	Weak record of communications. 1%	Justification	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Did not participate in any research projects directly related with the area of the work plan. 2.00%	Justification	Some evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 7%	Some evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 7%	Some evidence of motivation for this specific project. The profile is somewhat related to the topic of the call. 7%	7.00%	Excellent	Excellent	Excellent	5.00%							
Yaco de Almeida Lucas	Does not show evidence of having performed work on chromatin biology. 5%	Does not show evidence of having performed work on chromatin biology. 5%	Fair record of communications. 4%	4.00%	Fair record of communications. 4%	Fair record of communications. 4%	Justification	Participated in a research project that is related with the area of the work plan. 2.00%	Participated in a research project that is related with the area of the work plan. 2.00%	Participated in a research project that is related with the area of the work plan. 2.00%	Justification	No evidence of motivation for this specific project. 4%	No evidence of motivation for this specific project. 4%	No evidence of motivation for this specific project. 4%	4.00%	Excellent	Excellent	Excellent	5.00%							

Raimundo
Almeida
Lledó

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/96-2022

Applicants	Interview (50%)												Total classification (Annex I + Annex II)	
	Good communication skills, collaborative attitude, service-oriented team player (20%)				Spoken English (10%)				Sense of organization, initiative, strong commitment, working ethics and rigor (20%)					
	Sérgio de Almeida	Anne-Valérie Gendrel	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Gendrel	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Gendrel	Robert Martin	Average		
Name of Jury	20%	20%	20%	20,00%	10,00%	10,00%	10,00%	10,00%	20,00%	20,00%	20,00%	20,00%	50,00%	96,00%
Anna Le Breton	Excellent	Excellent	Excellent	Justification	Excellent	Excellent	Excellent	Justification	Excellent	Excellent	Excellent	Justification		

Robert Martin *Anne-Valérie Gendrel* *Sérgio de Almeida*