*Sara Santos*
*Cláudia Costa*
*Francisca Lemos*

# Jury Meeting Minute
## Maintenance and Laboratory Equipment
## Management Technician
### Reference IMM/CT/11-2023

The iMM – Instituto de Medicina Molecular João Lobo Antunes opened a call to hire a Maintenance and Laboratory Equipment Management Technician to join the Safety and Compliance area integrated in Finance and Operations Office coordinated by Fausto Lopo de Carvalho, 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 Portal on 26th of January 2023, and also disseminated in iMM website.

The call was opened from 26th of January 2023 to 08th of February 2023, having applied the following candidates:

- Alline Paganini Werner
- Ana Raquel Machado
- António Eduardo Caires de Sousa
- Bruno Martins
- Carla Cristina Mestre Veríssimo Dias
- Carolina Antunes
- Catarina Carmo
- Cláudia Correia
- Cláudia Filipa dos Santos Duarte
- Cristina Marcut
- Diana Figueiredo

- Elsayed El Ghairb
- Hugo Jesus
- Inês Sá da Costa Pereira Borges
- João Rede
- Maria Marques
- Mariana Calapez
- Mariyana Vatova
- Marta Barbosa
- Pedro Marreiros
- Vanessa Cabral
- Vasco de Almeida Lucas

The applicant Cláudia Correia was excluded since she did not hold the motivation letter and the qualifications certificate as required in the job ad.

On the 28 of February of 2023, the jury composed by Cláudia Costa, Francisca Lemos and Sara Santos met to analyze the application documents (- Motivation letter; - Detailed CV; - Qualifications Certificate).

The admitted applications were analyzed according to the following selection method:

- **Curricular Evaluation (40%) based on the following criteria:**
a) Technical or higher education in the area of Biomedical Sciences, Life Sciences or similar (15%);

b) Experience in the proposed workplan (5%);
c) English language domain (12%);
d) Other formations of interest (8%);

- **Motivation Letter (10%) based on the following criteria:**

a) Motivation and interest for the proposed work plan (6%);
b) Motivation to work at iMM (4%).

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

Following this, 09 applicants obtained a score equal or higher than 35%. The applicants were selected for an interview, which took place the 02nd, 07th and 8th of March of 2023.

The applicant Marta Barbosa declined the interview since she already started another job opportunity.

- **INTERVIEW (50%)**

For the interview were considered the below requirements:
- Responsibility and professional ethics (8%);
- Organizational capacity, rigor, versatility and Team work (8%);
- Domain of the English language (9%);
- Communication skills (7%);
- Adequacy of the profile to the team (4%);
- Knowledge of iMM operation/structure (2%);
- Adequacy to the workplan and objectives of the Institute (4%);
- Knowledge/use of Biomedical Sciences equipment (8%).

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

**Lisbon, 17th of March of 2023**

Sara Santos
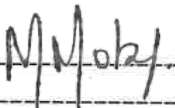
Sara Diana Pinheiro dos Santos

Cláudia Costa                          Francisca Lemos

_____ *signature* _____        *Francisca Lemos* _____

**Validation by the Heads of the Institution**

_____ *signature* _____        *signature*

Maria Mota                          Maria Carmo-Fonseca
Executive Director of iMM                President of iMM

Sara Santos
Cláudia Costa
Francisca Lemos

## ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/11-2023

The table below records, per applicant, the scores given by the three jury members (Cláudia Costa = CC, Francisca Lemos = FL, Sara Santos = SS) and the Average (Avg) for each criterion.

Criteria groupings:
- **Curriculum Analysis (40%)**: Technical or higher education in the area of Biomedical Sciences, Life Sciences or similar (15%); Experience in the proposed workplan (5%); English language domain (12%); Other formations of interest (8%)
- **Motivation letter (10%)**: Motivation and interest for the proposed work plan (6%); Motivation to work at IMM (4%)

| Applicants | Technical education (15%) CC | FL | SS | Avg | Experience workplan (5%) CC | FL | SS | Avg | English domain (12%) CC | FL | SS | Avg | Other formations (8%) CC | FL | SS | Avg | Motivation work plan (6%) CC | FL | SS | Avg | Motivation at IMM (4%) CC | FL | SS | Avg | Total ANNEX I |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Aline Paganini Werner | 0% | 0% | 0% | 0.00% | 2% | 0% | 0% | 0.67% | 8.00% | 7.00% | 10.00% | 8.33% | 7.00% | 7.00% | 7.00% | 7.00% | 4.00% | 4.00% | 6.00% | 4.67% | 0.00% | 0.00% | 3.00% | 1.00% | 21.67% |
| Ana Raquel Machado | 15% | 15% | 15% | 15.00% | 1% | 0% | 0% | 0.33% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 4.00% | 4.00% | 3.67% | 0.00% | 0.00% | 3.00% | 1.00% | 32.00% |
| António Eduardo Caires de Sousa | 15% | 15% | 15% | 15.00% | 2% | 3% | 2% | 2.33% | 10% | 12% | 12% | 11.33% | 0% | 0% | 0% | 0.00% | 4% | 5% | 5% | 4.50% | 3% | 4% | 4% | 3.67% | 36.83% |
| Bruno Martins | 15% | 15% | 15% | 15.00% | 2% | 2% | 2% | 2.00% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.00% | 6.00% | 6.00% | 6.00% | 4.00% | 4.00% | 4.00% | 4.00% | 39.00% |
| Carla Cristina Mestre Veríssimo Dias | 15% | 15% | 15% | 15.00% | 0% | 2% | 2% | 1.33% | 10.00% | 12.00% | 12.00% | 11.33% | 0.00% | 0.00% | 0.00% | 0.00% | 4.00% | 3.00% | 4.00% | 3.67% | 0.00% | 2.00% | 2.00% | 1.33% | 32.67% |

### Justifications

**Aline Paganini Werner**
- Technical education: The candidate didn't present training in the referred areas.
- Experience: (CC) The candidate has some interesting experiences, but not in the proposed workplan. (FL/SS) The candidate didn't present experience in the workplan.
- English: (CC) The candidate showed knowledge of the english language. (FL) The candidate showed knowledge of the english language. (SS) The candidate showed to have domain of the English language.
- Other formations: (CC) The candidate has training and experience in skills relevant to the functions. (FL/SS) The candidate has background in interior design and education, that may be interesting since Safety and Compliance is also responsible for lab design and training new equipment users.
- Motivation work plan: (CC) The candidate showed to be motivated with the job. (FL/SS) Some motivation for perform the indicated tasks.
- Motivation at IMM: (CC) The candidate has no reference about motivation to work at IMM. (FL/SS) No mention of iMM.

**Ana Raquel Machado**
- Technical education: The candidate presented training in the referred areas.
- Experience: (CC) The candidate has some interesting experiences, but not in the proposed workplan. (FL/SS) The candidate didn't present experience in the workplan.
- English: (CC) The candidate showed knowledge of the english language. (FL) The candidate showed good domain of the English language. (SS) The candidate showed good domain of the English language.
- Other formations: (CC) The candidate didn't present other relevant training areas. (FL/SS) The candidate didn't present other relevant training areas.
- Motivation work plan: (CC) The candidate didn't show to be motivated with the job. (FL/SS) Highlights some experience on the field but no mention on the proposed position.
- Motivation at IMM: (CC) The candidate has no reference about motivation to work at IMM. (FL/SS) No mention of iMM.

**António Eduardo Caires de Sousa**
- Technical education: The candidate presented training in the referred areas.
- Experience: (CC) The candidate has some interesting experiences, but not in the proposed workplan. (FL/SS) The candidate present some experience in the workplan.
- English: (CC) The candidate showed knowledge of the english language. (FL) The candidate showed good domain of the English language. (SS) The candidate showed good domain of the English language.
- Other formations: The candidate didn't present other relevant training areas.
- Motivation work plan: (CC) The candidate showed to be motivated with the job. (FL) Motivation for the indicated tasks but seems to be more laboratory work motivated. (SS) The candidate showed to be motivated with the job.
- Motivation at IMM: (CC) The candidate showed motivation to work at iMM. (FL/SS) Shows interest in working at iMM.

**Bruno Martins**
- Technical education: The candidate presented training in the referred areas.
- Experience: (CC) The candidate has some interesting experiences, but not in the proposed workplan. (FL/SS) The candidate present some experience in the workplan.
- English: (CC) The candidate showed knowledge of the english language. (FL) The candidate showed good domain of the English language. (SS) The candidate showed good domain of the English language.
- Other formations: The candidate didn't present other relevant training areas.
- Motivation work plan: (CC) The candidate showed to be very motivated with the job. (FL) Motivation for perform the indicated tasks. (SS) The candidate showed to be very motivated with the job.
- Motivation at IMM: (CC) The candidate showed motivation to work at iMM. (FL/SS) Shows interest in working at iMM.

**Carla Cristina Mestre Veríssimo Dias**
- Technical education: The candidate presented training in the referred areas.
- Experience: (CC) The candidate has no experience in the proposed workplan. (FL/SS) The candidate present some experience in the workplan.
- English: (CC) The candidate showed knowledge of the english language. (FL) The candidate showed good domain of the English language. (SS) The candidate showed good domain of the English language.
- Other formations: The candidate didn't present other relevant training areas.
- Motivation work plan: (CC) The candidate showed to be motivated with the job. (FL) Despite mention some experience for the proposed work plan, seen to be more laboratory work motivated. (SS) The candidate showed to be motivated with the job.
- Motivation at IMM: (CC) The candidate has no reference about motivation to work at IMM. (FL/SS) No mention of iMM.

Sara Santos
Cláudia Costa
Francisca Lemos

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Carolina Antunes** | 15% | 15% | 15% | 15.00% | 0% | 0% | 0% | 0.00% | 10.00% | 12.00% | 12.00% | 11.33% | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 0.00% | 0.00% | 1.00% | 1.00% | 3.00% | 4.00% | 2.67% | 30.00% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has no experiences in the proposed workplan. | The candidate didn't present experience in the workplan. | The candidate didn't present experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate didn't show to be motivated with the job. | No mention to the proposed position, only laboratory work motivated | No mention to the proposed position, only laboratory work motivated | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows interest in working at iMM | Justification | |
| **Catarina Carmo** | 15% | 15% | 15% | 15.00% | 2% | 2% | 3% | 2.33% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 4.00% | 5.00% | 5.00% | 4.67% | 4.00% | 3.00% | 4.00% | 3.67% | 37.67% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has some interesting experiences, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be motivated with the job. | Motivation for perform the indicated tasks | Motivation for perform the indicated tasks | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows interest in working at iMM | Justification | |
| **Cláudia Filipa dos Santos Duarte** | 15% | 15% | 15% | 15.00% | 3% | 2% | 3% | 2.67% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.00% | 6.00% | 6.00% | 6.00% | 4.00% | 4.00% | 3.00% | 3.67% | 39.33% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred area. | Justification | The candidate has some experience, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be very motivated with the job. | Highlights both experience on the field and motivation for perform the indicated tasks | The candidate showed to be very motivated with the job. | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows interest in working at iMM | Justification | |
| **Cristina Marcut** | 15% | 15% | 15% | 15.00% | 2% | 2% | 2% | 2.00% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.00% | 6.00% | 6.00% | 6.00% | 4.00% | 3.00% | 4.00% | 3.67% | 38.67% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred area. | Justification | The candidate has some experience, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be very motivated with the job. | Highlights both experience on the field and motivation to work for perform the indicated tasks | The candidate showed to be very motivated with the job. | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | The candidate showed motivation to work at iMM. | Justification | |
| **Diana Figueiredo** | 15% | 15% | 15% | 15.00% | 1% | 1% | 1% | 1.00% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 2.00% | 3.00% | 3.00% | 2.67% | 4.00% | 4.00% | 4.00% | 4.00% | 34.67% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred area. | Justification | The candidate has some interesting experiences, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be motivated with the job. | Shows some motivation for perform the indicated tasks | Shows some motivation for perform the indicated tasks | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows interest in working at iMM | Justification | |

Sara Santos
Cláudia Costa
Francisca Lomos

**Elsayed El Ghairb**

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 0% | 0% | 0% | 0.00% | 4% | 4% | 5% | 4.33% | 12.00% | 12.00% | 12.00% | 12.00% | 8.00% | 6.00% | 8.00% | 7.33% | 0.00% | 0.00% | 3.00% | 1.00% | 0.00% | 0.00% | 4.00% | 1.33% | 26.00% |

Justifications: The candidate didn't present training in the referred areas. | The candidate didn't present training in the referred areas. | The candidate didn't present training in the referred areas. | Justification | The candidate has some interesting experiences, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate presented experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate has training and experience in skills relevant to the functions. | The candidate has training and experience in skills relevant to the functions. | The candidate has background in Mechanical engineering, that is interesting since Safety and Compliance is responsible for managing the equipments maintenance. | Justification | The candidate didn't show to be motivated with the job. | No mention to the proposed position | No mention to the proposed position | Justification | The candidate has no reference about motivation to work in iMM. | No mention of iMM | No mention of iMM | Justification

**Hugo Jesus**

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 0% | 0% | 0% | 0.00% | 2% | 2% | 2% | 2.00% | 8.00% | 12.00% | 12.00% | 10.67% | 3.00% | 0.00% | 3.00% | 2.00% | 3.00% | 3.00% | 3.00% | 3.00% | 0.00% | 2.00% | 2.00% | 1.33% | 19.00% |

Justifications: The candidate didn't present training in the referred areas. | The candidate didn't present training in the referred areas. | The candidate didn't present training in the referred areas. | Justification | The candidate has some interesting experiences, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate has training and experience in skills that could be relevant to the functions. | The candidate didn't present other relevant training areas. | The candidate has background in informatics, that may be interesting since many work with computers and software. | Justification | The candidate didn't show to be motivated with the job. | No mention to the proposed position | No mention to the proposed position | Justification | The candidate has no reference about motivation to work in iMM. | No mention of iMM | No mention of iMM | Justification

**Inês Sá da Costa Pereira Borges**

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 15% | 15% | 15% | 15.00% | 0% | 1% | 0% | 0.33% | 6.00% | 6.00% | 6.00% | 6.00% | 0.00% | 0.00% | 0.00% | 0.00% | 2.00% | 0.00% | 0.00% | 0.67% | 2.00% | 2.00% | 4.00% | 2.67% | 24.67% |

Justifications: The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has no experience in the proposed workplan | The candidate didn't present experience in the workplan. | The candidate didn't present experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate has a medium level of English. | The candidate has a medium level of English. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate didn't show to be motivated with the job. | No mention to the proposed position | No mention to the proposed position | Justification | The candidate has no reference about motivation to work in iMM. | No mention of iMM | No mention of iMM | Justification

**João Rede**

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 15% | 15% | 15% | 15.00% | 0% | 0% | 0% | 0.00% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.00% | 6.00% | 6.00% | 6.00% | 3.00% | 4.00% | 4.00% | 3.67% | 36.67% |

Justifications: The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has no experience in the proposed workplan | The candidate didn't present experience in the workplan. | The candidate didn't present experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be very motivated with the job. | Motivation for perform the indicated tasks | The candidate showed to be very motivated with the job. | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows interest in working at iMM | Justification

**Maria Marques**

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 15% | 15% | 15% | 15.00% | 0% | 0% | 0% | 0.00% | 10.00% | 12.00% | 12.00% | 11.33% | 0.00% | 0.00% | 0.00% | 0.00% | 1.00% | 0.00% | 0.00% | 0.33% | 0.00% | | 4.00% | 1.33% | 28.00% |

Justifications: The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has no experience in the proposed workplan | The candidate didn't present experience in the workplan. | The candidate didn't present experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate didn't show to be motivated with the job. | No mention to the proposed position, only laboratory work motivated | No mention to the proposed position, only laboratory work motivated | Justification | The candidate has no reference about motivation to work at iMM. | No mention of iMM | Shows some interest in working at iMM | Justification

**Mariana Calapez**

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 15% | 15% | 15% | 15.00% | 3% | 3% | 2% | 2.67% | 10.00% | 12.00% | 12.00% | 11.33% | 0.00% | 0.00% | 0.00% | 0.00% | 5.00% | 0.00% | 6.00% | 3.67% | 3.00% | 0.00% | 4.00% | 2.33% | 35.00% |

Justifications: The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has some interesting experiences, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be motivated with the job. | No mention to the proposed position | The candidate showed to be motivated with the job. | Justification | The candidate showed motivation to work at iMM. | No mention of iMM | Shows some interest in working at iMM | Justification

Sara Santos
Cláudia Costa
Francisca Lemos

| Candidate | Training areas | | | Just. | Experience in workplan | | | Just. | English language | | | Just. | Other relevant training areas | | | Just. | Motivation to work | | | Just. | Interest in working at iMM | | | Just. | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Marlyana Vatova** | 15% | 15% | 15% | 15.00% | 0% | 0% | 0% | 0.00% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 2.00% | 2.00% | 4.00% | 2.67% | 2.00% | 4.00% | 4.00% | 3.33% | 33.00% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has no experience in the proposed workplan. | The candidate didn't present experience in the workplan. | The candidate didn't present experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate didn't show to be motivated with the job. | Seems to be more laboratory work motivated | Seems to be more laboratory work motivated | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows some interest in working at iMM | Justification | |
| **Marta Barbosa** | 15% | 15% | 16% | 15.00% | 2% | 3% | 3% | 2.67% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.00% | 6.00% | 6.00% | 6.00% | 4.00% | 4.00% | 4.00% | 4.00% | 39.67% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has some interesting experiences, but not in the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be very motivated with the job. | Interested in work in a more facility/service-oriented job | Interested in work in a more facility/service-oriented job | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows some interest in working at iMM | Justification | |
| **Pedro Marreiros** | 15% | 15% | 15% | 15.00% | 2% | 2% | 2% | 2.00% | 10.00% | 12.00% | 12.00% | 11.33% | 0.00% | 0.00% | 0.00% | 0.00% | 1.00% | 2.00% | 3.00% | 2.00% | 2.00% | 4.00% | 4.00% | 3.33% | 33.67% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has some interesting experiences that possibli would be a good input for the proposed workplan | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate didn't show to be motivated with the job. | Only laboratory work motivated | The candidate didn't show to be motivated with the job. | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows some interest in working at iMM | Justification | |
| **Vanessa Cabral** | 15% | 15% | 15% | 15.00% | 4% | 4% | 4% | 4.00% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 5.00% | 6.00% | 6.00% | 5.67% | 4.00% | 4.00% | 4.00% | 4.00% | 40.67% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has some interesting experiences that could be a good input for the proposed work plan. | The candidate present some experience in the workplan. | The candidate present some experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate showed to be motivated with the job. | Highlights both experience on the field and motivation for perform the indicated tasks | Highlights both experience on the field and motivation for perform the indicated tasks | Justification | The candidate showed motivation to work at iMM. | Shows interest in working at iMM | Shows some interest in working at iMM | Justification | |
| **Vasco de Almeida Lucas** | 0.15 | 15% | 16% | 15.00% | 0% | 2% | 0% | 0.67% | 12.00% | 12.00% | 12.00% | 12.00% | 0.00% | 0.00% | 0.00% | 0.00% | 1.00% | 1.00% | 1.00% | 1.00% | 0.00% | 1.00% | 1.00% | 0.67% | 29.33% |
| | The candidate presented training in the referred areas. | The candidate present training in the referred areas. | The candidate present training in the referred areas. | Justification | The candidate has no experience in the proposed workplan. | The candidate didn't present experience in the workplan. | The candidate didn't present experience in the workplan. | Justification | The candidate showed knowledge of the english language. | The candidate showed good domain of the English language. | The candidate showed good domain of the English language. | Justification | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | The candidate didn't present other relevant training areas. | Justification | The candidate didn't show to be motivated with the job. | No mention to the proposed position | No mention to the proposed position | Justification | The candidate has no reference about motivation to work at iMM. | No mention of iMM | No mention of iMM | Justification | |

## ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/11-2023

| Applicants | Responsibility and professional ethics (8%) | | | | Organizational capacity, rigor, versatility and Team work (8%) | | | | Domain of the English language (9%) | | | | Communication skills (7%) | | | | Adequacy of the profile to the team (4%) | | | | Knowledge of IMM operation/structure (2%) | | | | Adequacy to the workplan and objectives of the Institute (4%) | | | | Knowledge/use of Biomedical Sciences equipment (8%) | | | | Total ANNEX II | Total ANNEX I + II |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Name of Jury | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | Cláudia Costa | Francisca Lemos | Sara Santos | Average | | |
| António Eduardo Caires de Sousa | 8% | 8% | 8% | 8.00% | 7.00% | 7.00% | 7.00% | 7.00% | 8.00% | 8.00% | 9.00% | 8.33% | 6.00% | 6.00% | 6.00% | 6.00% | 4.00% | 4.00% | 4.00% | 4.00% | 1.00% | 1.00% | 1.00% | 1.00% | 4.00% | 3.00% | 3.00% | 3.33% | 5.00% | 5.00% | 5.00% | 5.00% | 42.67% | 79.50% |
| Bruno Martins | 8% | 8% | 8% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 9.00% | 8.00% | 9.00% | 8.67% | 7.00% | 7.00% | 6.00% | 6.67% | 4.00% | 4.00% | 4.00% | 4.00% | 2.00% | 2.00% | 2.00% | 2.00% | 4.00% | 4.00% | 4.00% | 4.00% | 8.00% | 8.00% | 8.00% | 8.00% | 49.33% | 88.33% |
| Catarina Carmo | 8% | 8% | 8% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 9.00% | 8.33% | 5.00% | 5.00% | 5.00% | 5.00% | 4.00% | 4.00% | 4.00% | 4.00% | 1.00% | 1.00% | 1.00% | 1.00% | 3.00% | 2.50% | 3.00% | 2.83% | 8.00% | 8.00% | 8.00% | 8.00% | 45.17% | 82.83% |
| Cláudia Filipa dos Santos Duarte | 8% | 8% | 8% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 9.00% | 9.00% | 9.00% | 9.00% | 7.00% | 7.00% | 7.00% | 7.00% | 4.00% | 4.00% | 4.00% | 4.00% | 1.00% | 1.00% | 1.00% | 1.00% | 4.00% | 4.00% | 4.00% | 4.00% | 8.00% | 7.00% | 6.00% | 7.00% | 48.00% | 87.33% |

Sara Santos
Cláudia Costa
Francisca Lemos

**Evaluation scoring matrix**

Column weights (header row):

| 8% | 8% | 8% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 9.00% | 8.00% | 9.00% | 8.67% | 7.00% | 7.00% | 7.00% | 7.00% | 4.00% | 4.00% | 4.00% | 4.00% | 1.00% | 1.00% | 1.50% | 1.17% | 4.00% | 4.00% | 4.00% | 4.00% | 8.00% | 8.00% | 8.00% | 8.00% | 48.83% | 87.50% |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|

Candidate scores (each criterion scored by three jury members followed by its Justification/average column; final two columns are the subtotal and total):

| Candidate | C1 | C2 | C3 | J | C5 | C6 | C7 | J | C9 | C10 | C11 | J | C13 | C14 | C15 | J | C17 | C18 | C19 | J | C21 | C22 | C23 | J | C25 | C26 | C27 | J | C29 | C30 | C31 | J | Subtotal | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cristina Marcut | 8% | 8% | 8% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 9.00% | 8.00% | 9.00% | 8.67% | 7.00% | 7.00% | 7.00% | 7.00% | 4.00% | 4.00% | 4.00% | 4.00% | 1.00% | 1.00% | 1.50% | 1.17% | 4.00% | 4.00% | 4.00% | 4.00% | 8.00% | 8.00% | 8.00% | 8.00% | 48.83% | 87.50% |
| João Rede | 8% | 8% | 8% | 8.00% | 6.00% | 6.00% | 6.00% | 6.00% | 9.00% | 9.00% | 9.00% | 9.00% | 7.00% | 7.00% | 7.00% | 7.00% | 3.00% | 4.00% | 4.00% | 3.67% | 1.00% | 1.00% | 1.00% | 1.00% | 4.00% | 3.00% | 3.00% | 3.33% | 8.00% | 8.00% | 8.00% | 8.00% | 46.00% | 82.67% |
| Mariana Calapez | 8% | 8% | 8% | 8.00% | 8.00% | 6.00% | 8.00% | 8.00% | 6.00% | 5.00% | 5.67% | 5.00% | 5.00% | 5.00% | 5.00% | 2.00% | 3.00% | 3.00% | 2.67% | 1.00% | 1.00% | 1.00% | 1.00% | 4.00% | 3.00% | 3.00% | 3.33% | 7.00% | 8.00% | 7.67% | | | 41.33% | 76.33% |
| Vanessa Cabral | 8% | 8% | 8% | 8.00% | 8.00% | 8.00% | 8.00% | 8.00% | 9.00% | 8.00% | 9.00% | 8.67% | 7.00% | 7.00% | 7.00% | 7.00% | 4.00% | 4.00% | 4.00% | 4.00% | 0.50% | 1.00% | 1.00% | 0.83% | 4.00% | 4.00% | 4.00% | 4.00% | 6.00% | 6.00% | 5.00% | 5.67% | 46.17% | 86.83% |

**Justification texts**

*Cristina Marcut*
1. The candidate appeared to be responsible and ethical.
2. The candidate appeared to be organized, versatile and enjoyed working in a team / skills demonstrated through the work performed has a Covid-19 tester.
3. The candidate showed a good domain of the English language (oral).
4. The candidate showed very good communication skills during the interview.
5. The candidate profile seems to integrate easily with the rest of the team.
6. The candidate demonstrated some knowledge of iMM / demonstrated knowledge of iMM and has participated in a visit to the institute.
7. The candidate showed to be adequate to the workplan and objectives.
8. The candidate has demonstrated knowledge of equipment used in biomedical sciences / showed to have knowledge and used diferent Biomedical Sciences equipment.

*João Rede*
1. The candidate appeared to be responsible and ethical.
2. The candidate appeared to be organized, versatile and enjoyed working in a team, but has no work experience / skills demonstrated through the work, despite little work experience.
3. The candidate showed a good domain of the English language (oral).
4. The candidate showed very good communication skills during the interview.
5. The candidate profile seems to integrate easily with the rest of the team.
6. The candidate demonstrated some knowledge of iMM.
7. The candidate showed to be adequate to the workplan and objectives, but has little experience.
8. The candidate has demonstrated knowledge of equipment used in biomedical sciences / showed to have knowledge and used diferent Biomedical Sciences equipment.

*Mariana Calapez*
1. The candidate appeared to be responsible and ethical.
2. The candidate appeared to be organized, versatile and enjoyed working in a team, skills demonstrated through the work developed has coordinator of a team and other work experiences.
3. The candidate showed to be unconfortable talking in English. Despite this, the candidate informed the jury that is proficient in English and uses it frequently to comunicate with foreign patients in the current job.
4. The candidate was tense, compromising the fluidity and ease of communication during the interview. Nevertheless, the cadidate showed sympathy and interest.
5. The candidate left the impression that wasn't comfortable with the pressures of the workday on our team. The candidates has a strong personality, but with time would be able to integrate with the rest of the team.
6. The candidate demonstrated some knowledge of iMM / demonstrated knowledge of iMM.
7. The candidate showed to be adequate to the workplan and objectives. The candidate mention being to transparent when confronted by others.
8. The candidate has demonstrated knowledge of equipment used in biomedical sciences / showed to have knowledge and used diferent Biomedical Sciences equipment.

*Vanessa Cabral*
1. The candidate appeared to be responsible and ethical.
2. The candidate appeared to be organized, versatile and enjoyed working in a team, skills demonstrated through the work developed has a reviewer and supervisor and other work experiences.
3. The candidate showed a good domain of the English language (oral).
4. The candidate showed very good communication skills during the interview.
5. The candidate profile seems to integrate easily with the rest of the team.
6. The candidate demonstrated some knowledge of iMM / demonstrated knowledge of iMM.
7. The candidate showed to be adequate to the workplan and objectives.
8. The candidate has demonstrated knowledge of some of the equipment used in biomedical sciences / showed to have knowledge and used equipment related to Chemical area.