

INSTITUTO DE MEDICINA MOLECULAR JOÃO LOBO ANTUNES

Av. Professor Egas Moniz

Ed. Egas Moniz

1649-028 Lisboa

Phone: +351 217 999 411

Fax: +351 217 999 412

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Jury Meeting Minute

Reference of Fellowship IMM/BI/5-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for one Research Fellowship with the funding support from Fundação para a Ciência e a Tecnologia, IP.P. / MCTES 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 on 27th January 2022 and also disseminated in iMM website.

The call was opened from 30th January 2023 until 10th February 2023 and during which the following applicants applied:

- | | |
|-------------------------------------|-------------------------------|
| ✓ Beatriz Filipe | ✓ João Passos de Sousa |
| ✓ Bruno Martins | ✓ Margarida Pedro |
| ✓ Catarina Guerreiro Simões | ✓ Maria Correia da Silva Melo |
| ✓ Constança Costa | ✓ Mariyana Vatova |
| ✓ Fábio David Rodrigues | ✓ Mehak Mushtaq |
| ✓ Francisco Mendes | ✓ Patrícia Rocha |
| ✓ Jéssica Cristina Almeida Carvalho | ✓ Tomás Machado |

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

- ✓ João Passos de Sousa

On the 15th of February 2023 the jury composed by Afonso Almeida, PhD (FMUL/iMM), Alexandre Raposo, PhD (iMM) and Ana Espada de Sousa (FMUL/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.

Work Plan and Goals: *The work plan co-opts cell and tissue culture systems, 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; Preferential requirements: - Experience in Computational Biology; - 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%)

CV (48%)

The analysis of the Curriculum Vitae took in consideration:

- BSc and/or MSc degree holder in in the area of Biomedicine (18%);
- Experience in Computational Biology (12%);
- Experience in cell isolation and cell and/or tissue culture (6%);
- Experience in Flow Cytometry (6%);
- Experience in Molecular Biology (6%).

Motivation Letter (12%)

The analysis of the Motivation Letter took in consideration:

- Interest and motivation for the proposed work plan (10%);
- Written English and communication (2%).

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

INTERVIEW (40%)

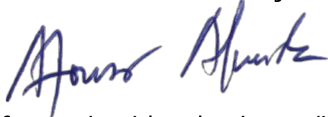
Following this, the jury decided to invite for an interview the applicants: Constança Costa, Margarida Pedro, Maria Correia da Silva Melo, Mehak Mushtaq, and Patrícia Rocha. The interview took place on 17th of February 2023 and it was based in the criteria indicated below:

- Adequacy of the track record of the candidate to the work plan (6%);
- Scientific curiosity and motivation for the proposed activities (10%);
- Scientific curiosity and motivation for the proposed activities (10%)
- Ease of communication and autonomy (4%)
- High sense of organization and teamwork (4%);
- Command of the English language (2%);
- Immediate availability (4%).

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.

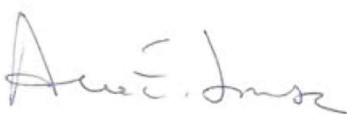
Lisbon, 17th of February 2023



Afonso Almeida, PhD (FMUL/iMM)



Alexandre Raposo, PhD (iMM)



Ana Espada de Sousa (FMUL/iMM)

ANEXO I


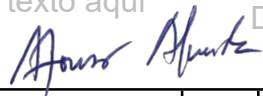
Fellowship Reference IMM/BI/5-2023

Applicant	Curricular Evaluation (60%)							Total	Justification <i>(must be clear, transparent and enough)</i>
	CV (48%)					Motivation Letter (12%)			
	BSc and/or MSc degree holder in the area of Biomedicine (18%)	Experience in Computational Biology (12%)	Experience in cell isolation and cell and/or tissue culture (6%)	Experience in Flow Cytometry (6%)	Experience in Molecular Biology (6%)	Interest and motivation for the proposed work plan (10%)	Written English and communication (2%)		
Beatriz Filipe	16	2	5	5	3	7	2	40	The profile does not sufficiently fit with the project requirements
Bruno Martins	12	1	2	2	5	6	2	30	The profile does not sufficiently fit with the project requirements
Catarina Guerreiro Simões	17	1	5	3	6	5	2	39	The profile does not sufficiently fit with the project requirements
Constança Costa	17	6	6	1	6	9	2	47	Selected for interview. See Annex II
Fábio David Rodrigues	13	1	3	1	6	6	2	32	The profile does not sufficiently fit with the project requirements
Francisco Mendes	12	1	1	1	3	4	0	22	The profile does not sufficiently fit with the project requirements
Jéssica Cristina Almeida Carvalho	12	1	1	1	3	4	0	22	The profile does not sufficiently fit with the project requirements
Margarida Pedro	17	8	6	3	6	9	2	51	Selected for interview. See Annex II
Maria Correia da Silva Melo	17	7	4	2	4	9	2	45	Selected for interview. See Annex II
Mariyana Vatova	13	3	2	1	5	6	0	30	The profile does not sufficiently fit with the project requirements
Mehak Mushtaq	17	9	3	1	4	9	2	45	Selected for interview. See Annex II
Patrícia Rocha	17	6	5	0	6	9	2	45	Selected for interview. See Annex II
Tomás Machado	15	1	6	5	5	9	2	43	The profile does not sufficiently fit with the project requirements, specifically in computational skills


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Fellowship Reference IMM/BI/5-2023

Applicant	Curricular Evaluation (60%)	Interview (40%)							Total ANNEX II	Justification	Total ANNEX I + ANNEX II	Ranking
		Adequacy of the track record of the candidate to the work plan (6%)	Scientific curiosity and motivation for the proposed activities (10%)	Scientific maturity and research drive (10%)	Ease of communication and autonomy (4%)	High sense of organization and teamwork (4%)	Command of the English language (2%)	Immediate availability (4%)				
Margarida Pedro	51	6	8	8	4	3	2	4	35	Good interview and project specific motivation. Strong alignment with the project.	86	1
Constança Costa	47	5	9	10	4	4	2	4	38	Excellent interview revealing scientific maturity and a clear research drive. Relatively limited experience in computational biology and flow cytometry.	85	2
Mehak Mushtaq	45	5	8	8	4	3	2	0	30	The interview revealed some weakness in computational skills in spite of promising CV in this field. Some immunologic experience although without flow cytometry knowledge. Non immediate availability is also an issue.	75	3
Patrícia Rocha	45	3	6	3	3	3	2	4	24	The interview did not reveal the required scientific profile for the project	69	4
Maria Correia da Silva Melo	45	5	4	4	2	2	2	4	23	The interview did not reveal the required scientific profile for the project	68	5

Declaração de inexistência de conflito de interesses (CDI)

Os membros do júri do Concurso para Atribuição de 1 (uma) Bolsa de Investigação, Ref.^a IMM/BI/5-2023, aberto ao abrigo do projeto *PTDC/MED-IMU/0938/2020 - "Targeting naïve CD4 T cells to avoid human immunodeficiency" (NAÏVETALENT)*, vêm por este meio declarar que não se encontram em situação de conflito de interesses que os impeça de participar no respetivo processo de seleção e atribuição de bolsa.

Declararam também manter a confidencialidade ao longo do processo de avaliação.

Lisboa, 15 de fevereiro de 2023



Afonso Almeida (IMM, FMUL)



Alexandre Raposo (IMM)



Ana Espada de Sousa (IMM, FMUL)