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Jury Meeting Minute Call for a Head of Proteomics Reference IMM/CT/71-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call for hiring a **Head of Proteomics**, under an **Unfixed-term contract**, with the funding support of European Commission, under the project Teaming "iMM-CARE: Boosting clinical research for the benefit of society".

The job advert was published in EURAXESS Portugal on 30th of August 2023 and also disseminated in iMM website.

The call was opened from 31st of August until 30th of September 2023, having applied the following candidates:

- Cristian Munteanu
- Diana Maria Vieira
- Luís Carvalho
- Minia Antelo Varela

On the 24 of November of 2023, the jury composed Professors Vanessa Morais, Zita Carvalho and José Rino (all PhD's) met to analyze the application documents (Motivation Letter, Detailed CV, PhD Certificate and other documents that applicant may consider to be relevant to prove the scientific course).

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

1st Phase: Curricular Evaluation: 35% and Motivation Letter: 15%;

• 2nd Phase: Interview: 50%.

Curricular Evaluation (35%)

The curricular evaluation was based in the following criteria:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (25%).

Motivation letter (15%)

The motivation letter analysis was based in the following criteria:

- Motivation and interest for the activities to be performed (10%);
- Command of the English language (5%).

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.

Interview (50%) The jury called for interview the candidates with the highest score

For the interview, the jury considered the following criteria:

- Adequacy of the profile towards the activity to be performed (20%);
- Vision of the candidate's contribution for the proposed position (15%);
- Interpersonal skills relevant for the position (10%);
- Spoken English (5%).

Lisbon, 17 of January of 2024

Vanessa Morais

Zita Carvalho

José Rino

ANNEX I - Employment Contract - Ref. IMM/CT/71-2023

Minia Antelo Varela		Luís Carvalho		Diana Maria Vieira		Cristian Munteanu		Name of Jun	Applicants	Applicants	
Impressive publication track, mostly in the area of organic chemistry and protein blology. 10 10 10 impressive publication track, mostly in the area of organic chemistry and protein blology.		10	Has several publication in the area of protein biology and biochemistry.	60	Impressive publication track within the area of proteomics.	10	Vanesse Morais	Executed an emphasis			
Great publication record in scientific areas of interest for this position.	7.5	Great publication record in scientific areas of interest for this position.	7.5	Some publications in scientific areas of interest for this position.	Cr.	Impressive publication record in scientific areas of interest for this position.	10	Zita Carvelho	Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%)		
Excellent publication record in the areas of organic chemistry and protein biology	49	Very good publication record in the areas of organic chemistry and protein biology	6	Good publication record in the areas of blochemistry and protein function in cell biology	60	Outstanding publication record in the area of Proteomics	10	José Alno	entific work, with o the work plan (1		
Justification	6,83	Justification	8,50	Justification	6,33	Justification	10,00	Average	special o%)	Curricul	
Vast research experience in the area of proteomics, annd additional knowledge post- translational modifications based proteomics.	25,00	Vast research experience in the area of proteomics, and additional knowledge post- translational modifications based proteomics.	25,00	Presents experience In recombinant protein expression and purification, as well as cristalography, however very limited experience in proteomics approaches.	15,00	Vast research experience in the area of proteomics, and additional knowledge post- translational modifications based proteomics.	25,00	Vanessa Moreis	Experience and relevence de	Curriculum Analysis (35%)	
Vast experience in coordinating a proteomics facility as well as associated techniques and equipment.	25,00	Experience in the area of proteomics, mostly from the researcher perspective and not as coordinator of services or facilities.	15,00	Experience in production and purification of recombinant protein, however limited experience in proteomics techniques. Experience in coordinating services.	20,00	Vast experience in coordinating a proteomics facility as well as associated techniques and equipment.	25,00	Zita Carvalho	Experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (25%)		
Extensive experience in proteomics research and coordination of a proteomics research facility.	25,00	Extensive research experience in proteomics but not in the context of a facility	16,00	Experience in protein expression and purification, integrated a X-ray cristalography facility.	18,00	Extensive experience in proteomics research and coordination of a proteomics research facility.	25,00	José Rina	ea of the proposed work profile (25%)		
Justification	25,00	Justification	18,67	Justification	17,67	Justification	25,00	Average	plan as		
The candidate expressed a very keen interest in the research project.	10,00	The candidate expressed a very keen interest in the research project.	10,00	The candidate expressed a very keen interest in the research project.	10,00	The candidate expressed a very keen interest in the research project.	10,00	Vanessa Morais	Motivation a		
High motivation in the proposed position and project.	10,00	High motivation in the proposed position and project.	10,00	High motivation in the proposed position and project.	10,00	High motivation in the proposed position and project.	10,00	Zita Carvalho	and interest for the a performed (10%)		
Highly motivated for the proposed position and activities to be performed	10,00	Highly motivated for the proposed position and activities to be performed	10,00	Highly motivated for the proposed position and activities to be performed	10,00	Highly motivated for the proposed position and activities to be performed	10,00	José Rino	nd interest for the activities to be performed (10%)		
Justification	10,00	Justification	10,00	Justification	10,00	Justification	10,00	Average	to be	Motivation	
The candidate presented a well-stuctured motivational letter indicating fluency in the english language.	5,00	The candidate presented a well-stuctured motivational letter indicating fluency in the english language.	5,00	The candidate presented a well-stuctured motivational letter indicating fluency in the english language.	5,00	The candidate presented a well-stuctured motivational letter indicating fluency in the english language.	5,00	Vansesa Morais	Comm	Motivation Letter (15%)	
Motivation letter was well written and indicated a good command of english language	5,00	Motivation letter was well written and indicated a good command of english language	5,00	Motivation letter was well written and indicated a good command of english language	5,00	Motivation letter was well written and indicated a good command of english language	5,00	Zita Carvalho	Command of the English language (5%)	6)	
Fluency in English language evidenced by a well-written motivation letter	5,00	Fluency in English language evidenced by a welt-written motivation letter	5,00	Fluency in English language evidenced by a welt-written motivation letter	5,00	Fluency in English language evidenced by well-written motivation letter	5,00	José Rino	sh language (5%		
Justification	5,00	Justification	5,00	Justification	5,00	Justification	5,00	Average	6)		
	48,83		42,17		39,00		50,00		50%	Total ANNEX I	

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ANNEX II - Employment Contract - Ref. IMM/CT/71-2023
Interview (50%)

Minia Antelo Varela		Luís Carvalho	Diana Maria Vieira		Cristian Munteanu		Name of Jury		
The candidate expressed a very keen interest in the research position. Candidate revealed inholependent thinking and a high sense of commitment to the tasks required.	20	The candidate expressed a high interest in the research position. Candidate revealed a crtain degree of independent thinking.	15	The candidate expressed interest in the research position.	10	expressed a very keen interest in the research position. Candidate revealed independent thinking and a high sense of commitment to the tasks required	20 The candidate	Variessa Morale	in Green
Vast experience in coordinating a proteomics facility as well as associated techniques and equipment.	20	Experience in the area of proteomics, mostly from the researcher perspective and not as coordinator of services or facilities.	10	Experience in production and purification of recombinant protein, however limited experience in protein stephniques. Experience in coordinating services.	10	Vast experience in coordinating a proteomics facility as well as associated techniques and equipment.	20	Zita Carvalho	(20%)
The candidate is very experienced in coordinating a proteomics facility and has extensive knowhow in proteomics techniques	20	The candidate has extensive experience in proteomics but no coordination of a research facility	Ħ	The candidate has integrated a research facility but has limited experience in proteomics	13	The candidate is very experienced in coordinating a proteomics facility and has extensive knownow in proteomics techniques	20	José Rino	(20%)
Justification	20,00	Justification	12,00	Justification	10,67	Justification	20,00	Average	
Candidate's vision was aligned with what is expected for this position.	15,00	Candidate presented knowledge of the needed requirements for this position, however, appeared not fully engaged on working in a service/demand set-up.	10,00	Candidate did not present a clear vision on what vision on whet were the necessary requirements for this position.	5,00	Candidate presented knowledge of the needed requirements for this position, however, appeared not fully engaged on working in a service/demand set-up.	10,00	Vanesse Morais	1000
Know requi the positi equip and i	15,00	Limited vision regarding the requirements for the proposed position.	5,00	Limited vision regarding the requirements for the proposed position, namely in terms of equipments requirements.	10,00	Knowledge of the requirements for the proposed position including equipment, team and facility flow logistics.	15,00	Zīta Carvalho	position (15%)
The candidate's vision for the proposed position is very well aligned with a service-based model of a proteomics facility	15,00	The candidate's vision for the proposed position appears to be focused on a research line and collaborations rather than service provider	10,00	The candidate's vision for the proposed position is vague and not well defined, particularly regarding technical instrumentation.	8,00	The candidate's vision for the proposed position appears to be focused on a research line and collaborations rather than service provider	10,00	José Rino	%)
Jurtification	15,00	Jurtification	8,33	Justification	7.67	Justification	11,67	Average	Cond
Candidate revealed several of the required interpersonal skils for this position.	10,00	Candidate revealed some of the required Interparsonal skills for this position.	8,00	Candidate revealed some of the required interpersonal skils for this position.	8,00	Candidate revealed a few of the required interpersonal skils for this position.	7,00	Vanessa Morais	Interpersona
Candidate revealed the required interpersonal skile.	10,00	Candidate revealed the required interpersonal skils.	10.00	Candidate revealed the required interpersonal skils.	10,00	Candidate revealed most of the required interpersonal skils.	7,50	.dta Carvalho	l skills relevant
Candidate showed the required interpersonal skils for the position.	10,00	Candidate showed the required interpersonal skils for the position.	10,00	Candidate showed the required interpersonal skils for the position.	10,00	Candidate showed the required interpersonal skils for the position.	7,00	José Rino	Interpersonal skills relevant for this position (10%)
Justification	10,00	Justification	9.48	Justification	9,33	Juitification	7,17	Average	on (10%)
Clear and fluent command of the english language.	5,00	Clear and fluent command of the english language.	5,00	Clear and fluent command of the english language.	5,00	Clear and fluent command of the english language.	5,00	Vanessa Morais	
Clear and fluent command of the english language.	5,00	Clear and fluent command of the english language.	5,00	Clear and fluent command of the english language.	5,00	Clear and fluent command of the english language.	5,00	Zita Carvalho	Spoken english (5%)
Fluent command of the English language	5,00	Fluent command of the English language	5,00	Fluent command of the English language	5,00	Fluent command of the English language	5,00	José Rino	Ish (5%)
Justification	5.00	Justification	5,00	Justification	5,00	Justification	5,00	Average	
50,00		34,67		32,67		43 , 83		Total ANNEX Total ANNEX II	
98,83		76,83		71.67		93,83		I + ANNEX II	

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