Jury Meeting Minute
Call for an Assistant Researcher
Reference IMM/CT/79-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire 1 (One) Assistant Researcher according to the Portuguese Scientific Researcher Career Regulation under an **Unfixed-Term Contract** within the *Programa Interface – financiamentos base dos Centros de Tecnologia e Inovação within the Recovery and Resilience Plan (PRR) approved in the terms of Avisos de Abertura de Concurso (AAC) nr 03/C05-i02/2022*.

The job advert was published in EURAXESS Portugal on 22nd of September 2023 and in the iMM website.

The call was open from 25th of September until 7th of November 2023, and had the following candidates:

- Asma Ressaissi

- Cristina Casalou

- Robert Martin

On the 21 of November of 2023, the jury composed by Sérgio de Almeida, Pedro Silva and Claus Azzalin, met to analyze the application documents (Motivation Letter in English, Detailed CV, PhD Certificate).

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

- Analysis of the Curriculum Vitae (70%) and Motivation Letter (30%).

Curricular Evaluation (70%)
The curricular evaluation was based in the following criteria:
- Executed or published scientific work, with special emphasis on areas related to the work plan (20%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%).

Motivation letter (30%)
The motivation letter analysis was based in the following criteria:
- Motivation and interest for the activities to be performed (20%);
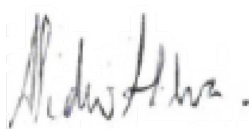- Domain of the English language (10%).

The analysis and discrimination of the admitted candidates' classification in the sole Phase of current process are presented in the table of Annex I attached to this minute.
At this stage, the candidate with the highest score will be selected for the position.

Lisbon, 21 of November of 2023

Sérgio de Almeida   Pedro Silva   Claus Azzalin

Applicants	Curriculum Analysis (70%)																	Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%)				Motivation and interest for the activities to be performed (20%)				Domain of the English language (10%)				Motivation Letter (30%)	
Name of Jury	Sérgio de Almeida	Pedro Silva	Claus Azzalin	Average	Sérgio de Almeida	Pedro Silva	Claus Azzalin	Average	Sérgio de Almeida	Pedro Silva	Claus Azzalin	Average	Sérgio de Almeida	Pedro Silva	Claus Azzalin	Average		
	12,00%	15,00%	15,00%	14,00%	20,00%	25,00%	25,00%	23,33%	15,00%	19,00%	19,00%	17,67%	10,00%	10,00%	10,00%	10,00%		65,00%
Asma Ressaissi	Good publication record. However, not on areas directly related to the work plan.	Several publications. Most are not related to the work plan.	Good track record of publications.	Justification	Good research experience but weak knowledge in the area of the proposed work plan.	Good. Not directly related to the work plan.	Good research experience.	Justification	Shows good motivation.	Strong motivation.	Strong motivation.	Justification	Very good	Very good	Very good	Justification		
	13,00%	15,00%	15,00%	14,33%	25,00%	30,00%	30,00%	28,33%	15,00%	19,00%	19,00%	17,67%	10,00%	10,00%	10,00%	10,00%		70,33%
Cristina Casalou	Very good publication record. However, not on areas directly related to the work plan.	Several publications. Most are not related to the work plan.	Good track record of publications.	Justification	Good research experience but not a strong knowledge in the area of the proposed work plan.	Very good. Not directly related to the work plan.	Very good research experience.	Justification	Shows good motivation.	Strong motivation.	Strong motivation.	Justification	Very good	Very good	Very good	Justification		
	19,00%	20,00%	20,00%	19,67%	45,00%	45,00%	45,00%	45,00%	20,00%	20,00%	20,00%	20,00%	10,00%	10,00%	10,00%	10,00%		94,67%
Robert Martin	Excellent publication record in areas directly related to the work plan.	Several publications. Most are related to the work plan.	Excellent track record of publications.	Justification	Excellent research experience. Strong knowledge in the area of the proposed work plan	Very good. Directly related to the work plan.	Excellent research experience.	Justification	Very strong motivation.	Very strong motivation.	Very strong motivation.	Justification	Very good	Very good	Very good	Justification		