

Inês Bento

Abdoulie Drammeh

M.J.

Jury Meeting Minute

Lab Technician

Reference IMM/CT/82-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Lab Technician to join the Biology & Physiology of Malaria Laboratory coordinated by Doctor Maria Mota, under the research project "*Genetic variability in Plasmodium Liver Stage Schizogony*", funded by "La Caixa" Foundation.

The job advert was published in EURAXESS Portugal on 2nd of October of 2023 and also disseminated in iMM website.

The call was opened from 3rd until 17th of October 2023, having applied the following candidates:

- Abdoulie Drammeh
- Abdulsalam Karama
- Alan Luiz
- Alexandre Fernandes
- Ana Rita Mariano
- Asena Peynirci
- Ayesha Areej
- Brenda Oseno
- Bruna Sousa
- Carolina Fernandes
- Catarina Bento
- Claudia Archila
- Daniel Resende
- Diogo Magalhães
- Elaine Gomes
- Eustolia Mora
- Filipa Lagoa
- Ghazanfar Ali
- Ian Teixeira
- Ilia Mehrizi
- Inês Fonseca
- Inês Rodrigues
- João Costa
- João Matias
- Lorena Pereira
- Maria Mendes
- Mayank Mishra
- Md Sarfaraz
- Milani Rodrigues
- Patrícia Carrasqueira
- Patrícia Dias
- Pedro Cruz
- Pedro Santos
- Renata Santana
- Rita Pires
- Rossana Roque
- Rubina Mailem
- Salima Basher
- Sara Mendes
- Tiago Santos

The candidates Bruna Sousa, Elaine Gomes and Salima Basher were excluded since they did not send all the required documents.

On the 20 of December of 2023, the jury composed by Maria Manuel Mota (President of the Jury), Inês Fernandes Bento and Ângelo Ferreira Chora, met to analyze the application documents (Bachelor's and/or Master's Certificate, Motivation Letter, Detailed CV and contacts of 2 references).

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

- 1st Phase: Curricular Evaluation: 60% and Motivation Letter: 10%;
- 2nd Phase: Interview: 30%.

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.

At this stage, the jury decided the contact the 9 (nine) candidates with the highest classification to the interview phase. The increase in the number of applicants to follow for an interview was due to the fact that several candidates had similar evaluations and thus the jury considered that, following the 1st Phase, they could not be properly differentiated. As such, on the 16th and 19th of January of 2024, the jury contacted (through email) the selected nine candidates and invited them for an interview. The contacted candidates are identified below:

- Alexandre Fernandes
- Ana Rita Mariano
- Brenda Oseno
- Carolina Fernandes
- Catarina Bento
- Eustolia Mora
- Filipa Lagoa
- Lorena Pereira
- Milani Rodrigues

The following candidates replied by email informing that they were no longer available for the position and declining the invitation for an interview.

- Carolina Fernandes
- Catarina Bento
- Filipa Lagoa

- Lorena Pereira
- Milani Rodrigues

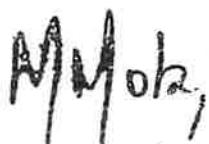
The following candidate did not reply to the email inviting for an interview.

- Ana Rita Mariano

The interviews of the three remaining applicants happened via a Zoom meeting on the 17th and 22nd of January 2024.

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.

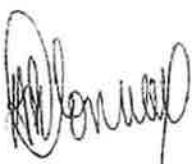
Lisbon, 26 of January of 2024



Maria Manuel Mota
(President of the Jury)

Inês Fernandes Bento

Inês Fernandes Bento



Ângelo Ferreira Chora

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President



Professor Bruno Silva Santos
Vice President

ANNEX I - Employment Contract - Ref. IMM/CT/82-2023

Applicants	Curricular Evaluation (60%)										Motivation Letter (10%)						
	Education (20%)					Relevant Experience (20%)					Relevant Skills (20%)						
Name of Jury	Maria Manuel Mota	Inês Fernandes Bento	Ángelo Ferreira Chora	Average	Maria Manuel Mota	Inês Fernandes Bento	Ángelo Ferreira Chora	Average	Maria Manuel Mota	Inês Fernandes Bento	Ángelo Ferreira Chora	Average	Maria Manuel Mota	Inês Fernandes Bento	Ángelo Ferreira Chora	Average	
Abdoule Drammeh	20%	20%	20%	20%	11%	11%	11%	11%	16%	16%	16%	16%	7%	7%	7%	54%	
Abdulsalam Karama	BSc in Applied Biosciences; Masters in Global Health & Public Policy.	BSc in Applied Biosciences; Masters in Global Health & Public Policy.	BSc in Applied Biosciences; Masters in Global Health & Public Policy.	BSc in Applied Biosciences; Masters in Global Health & Public Policy.	Justification	Coordination, support and supervision in different scientific areas not directly related with the project.	Coordination, support and supervision in different scientific areas not directly related with the project.	Coordination, support and supervision in different scientific areas not directly related with the project.	Skills in immunological assays and molecular biology techniques.	Skills in immunological assays and molecular biology techniques.	Skills in immunological assays and molecular biology techniques.	Skills in immunological assays and molecular biology techniques.	Justification	Skills in immunological assays and molecular biology techniques.	Skills in immunological assays and molecular biology techniques.	Justification	Motivation and interest in joining the IMM and laboratory research environment is explained and personal skills are properly clarified.
Alan Luiz	BSc in Biomedical Science and Technology.	Justification	Some experience and knowledge in research related to the project requirements.	Some experience and knowledge in research related to the project requirements.	Some experience and knowledge in research related to the project requirements.	Skills in molecular biology, microbiology and immunological assays.	Skills in molecular biology, microbiology and immunological assays.	Skills in molecular biology, microbiology and immunological assays.	Skills in molecular biology, microbiology and immunological assays.	Justification	Skills in molecular biology, microbiology and immunological assays.	Skills in molecular biology, microbiology and immunological assays.	Justification	Motivation and interest in joining the IMM and laboratory research environment is explained and personal skills are properly clarified.			
Alexandre Fernandes	PhD and Masters in PhD and Masters in Science.	PhD and Masters in PhD and Masters in Science.	PhD and Masters in PhD and Masters in Science.	PhD and Masters in PhD and Masters in Science.	Justification	Experience in project management, coordination, data collection and teaching not directly related with the project.	Experience in project management, coordination, data collection and teaching not directly related with the project.	Experience in project management, coordination, data collection and teaching not directly related with the project.	Skills in public health techniques and oncology.	Justification	Skills in public health techniques and oncology.	Skills in public health techniques and oncology.	Justification	Motivation and interest in joining the IMM and laboratory research environment is explained.			
	18%	18%	18%	18%	18%	18%	18%	18%	16%	16%	16%	16%	17%	17%	17%	58%	

TOTAL ANNEX I

25



ANNEX I - Employment Contract - Ref. IMM/CT/B2-2023

Applicants	Curricular Evaluation (60%)										Motivation Letter (10%)				
	Education (20%)					Relevant Experience (20%)					Relevant Skills (20%)				
Name of Jury	Maria Manuela Mota	Inês Fernandes Bento	Angelo Farinha Chora	Average	Marta Matos Mota	Inês Fernandes Bento	Angelo Farinha Chora	Average	María Fernanda Bento	Angela Fernanda Chora	Average	Maria Manuela Mota	Inês Fernandes Bento	Angelo Farinha Chora	Average
Catarina Bento	18%	18%	18%	18%	15%	15%	15%	15%	17%	17%	17%	7%	7%	7%	57%
Catarina Bento	BSc in Biochemistry for Health; Masters in Biochemistry for Health.	BSc in Biochemistry for Health; Masters in Biochemistry for Health.	BSc in Biochemistry for Health; Masters in Biochemistry for Health.	BSc in Biochemistry for Health; Masters in Biochemistry for Health.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Skills in <i>In vitro</i> cell culture ; Flow Cytometry; some experience in fluorescence imaging and quantification.	Skills in <i>In vitro</i> cell culture; Flow Cytometry; some experience in fluorescence imaging and quantification.	Skills in <i>In vitro</i> cell culture; Flow Cytometry; some experience in fluorescence imaging and quantification.	Justification	Justification	Justification	Justification
Claudia Archila	BSc in Biology; Masters in Neurosciences.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Some skills in molecular biology and microscopy assays.	Some skills in molecular biology and microscopy assays.	Some skills in molecular biology and microscopy assays.	Justification	Justification	Justification	Justification			
Daniel Resende	BSc in Biology; Masters in Molecular Biomedicine.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Some skills in molecular biology and microbiology assays.	Some skills in molecular biology and microbiology assays.	Some skills in molecular biology and microbiology assays.	Justification	Justification	Justification	Justification			
Diego Magalhães	BSc in Biotechnology; Masters in Biological and Chemical Engineering.	BSc in Biotechnology; Masters in Biological and Chemical Engineering.	BSc in Biotechnology; Masters in Biological and Chemical Engineering.	BSc in Biotechnology; Masters in Biological and Chemical Engineering.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Mild experience in research techniques related to the project requirements.	Skills in molecular biology techniques and cell culture.	Skills in molecular biology techniques and cell culture.	Skills in molecular biology techniques and cell culture.	Justification	Justification	Justification	Justification

Eustolia Mora	PhD and Masters in Molecular Biomedicine.	20%	20%	20%	20%	17%	17%	17%	17%	17%	17%	17%	17%	7%	7%	61%			
Filipa Lagoa	BSc in Biomedical Sciences; Masters in Biomedical Research.	BSc in Biomedical Sciences; Masters in Biomedical Research.	BSc in Biomedical Sciences; Masters in Biomedical Research.	BSc in Biomedical Sciences; Masters in Biomedical Research.	18%	18%	18%	18%	16%	16%	16%	16%	17%	17%	17%	17%	7%	7%	58%
Ghazanfar Ali	BSc in Medical Laboratory Technology; Masters in Medical Biotechnologies.	BSc in Medical Laboratory Technology; Masters in Medical Biotechnologies.	BSc in Medical Laboratory Technology; Masters in Medical Biotechnologies.	BSc in Medical Laboratory Technology; Masters in Medical Biotechnologies.	20%	20%	20%	20%	14%	14%	14%	14%	15%	15%	15%	15%	6%	6%	55%
Ian Teixeira	BSc in Cell and Molecular Biology; Masters in Computational Biology and Bioinformatics.	BSc in Cell and Molecular Biology; Masters in Computational Biology and Bioinformatics.	BSc in Cell and Molecular Biology; Masters in Computational Biology and Bioinformatics.	BSc in Cell and Molecular Biology; Masters in Computational Biology and Bioinformatics.	18%	18%	18%	18%	14%	14%	14%	14%	13%	13%	13%	13%	7%	7%	52%
Ilia Mehrizi	BSc in Biology; Masters in Industrial Microbiology.	20%	20%	20%	20%	13%	13%	13%	13%	13%	13%	13%	13%	5%	5%	51%			

Instituto Politécnico de Bragança

Mestrado em Biologia Celular e Molecular

ANNEX I - Employment Contract - Ref. IMM/CT/82-2023

Applicants	Curricular Evaluation (60%)										Motivation Letter (10%)				Total ANNEX I	
	Education (20%)					Relevant Experience (20%)					Relevant Skills (20%)					
Name of Jury	Maria Manual Mota	Inês Fernandes Henrito	Angela Ferreira Oliveira	Average	María Margarita Mota	Ítalo Fernandes Henrito	Average	Maria Manual Mota	Angela Ferreira Oliveira	Average	María Margarita Mota	Angela Ferreira Oliveira	Average	Total ANNEX I		
Inês Fonseca	20%	20%	20%	20%	14%	14%	14%	14%	15%	15%	15%	15%	15%	Personal skills towards the research area are clarified. Motivation and interest in joining the research group is explained.	55%	
	BSc in Biology; Masters in Developmental and Evolutionary Biology.	BSc in Biology; Masters in Developmental and Evolutionary Biology.	BSc in Biology; Masters in Developmental and Evolutionary Biology.	BSc in Biology; Masters in Developmental and Evolutionary Biology.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Skills in <i>in vitro</i> cell culture; Flow Cytometry; molecular biology techniques and proliferation assays.	Skills in <i>in vitro</i> cell culture; Flow Cytometry; molecular biology techniques and proliferation assays.	Skills in <i>in vitro</i> cell culture; Flow Cytometry; molecular biology techniques and proliferation assays.	Skills in <i>in vitro</i> cell culture; Flow Cytometry; molecular biology techniques and proliferation assays.	Skills in <i>in vitro</i> cell culture; Flow Cytometry; molecular biology techniques and proliferation assays.	Skills in <i>in vitro</i> cell culture; Flow Cytometry; molecular biology techniques and proliferation assays.	Personal skills towards the research area are clarified. Motivation and interest in joining the research group is explained.	55%		
	18%	18%	18%	18%	8%	8%	Limited experience in research related to the project requirements.	Limited experience in research related to the project requirements.	Limited experience in research related to the project requirements.	Limited experience in research related to the project requirements.	Limited experience in research related to the project requirements.	Limited experience in research related to the project requirements.	Limited experience in research related to the project requirements.	Justification	5%	
Inês Rodrigues	BSc in Biology; MSc in Human Biology and Environment.	BSc in Biology; MSc in Human Biology and Environment.	BSc in Biology; MSc in Human Biology and Environment.	BSc in Biology; MSc in Human Biology and Environment.	18%	18%	18%	18%	13%	13%	13%	13%	13%	Skills in Molecular Biology.	38%	
	BSc in Biology; Masters in Biochemistry for Health.	BSc in Biology; Masters in Biochemistry for Health.	BSc in Biology; Masters in Biochemistry for Health.	BSc in Biology; Masters in Biochemistry for Health.	Justification	Justification	Justification	Justification	Skills in Molecular Biology.	Skills in Molecular Biology.	Justification	5%				
	18%	18%	18%	18%	18%	18%	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Motivation and interest in joining the projects research group is briefly explained.	5%	
João Costa	BSc in Biology; Masters in Biochemistry for Health.	BSc in Biology; Masters in Biochemistry for Health.	BSc in Biology; Masters in Biochemistry for Health.	BSc in Biology; Masters in Biochemistry for Health.	18%	18%	18%	18%	16%	16%	16%	16%	16%	Skills in Molecular Biology.	48%	
	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	Justification	Justification	Justification	Justification	Skills in Molecular Biology.	Skills in Molecular Biology.	Justification	7%				
	18%	18%	18%	18%	18%	18%	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Mild experience in research related to the project requirements.	Motivation and interest in joining the projects research group is briefly explained.	7%	
João Matias	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	18%	18%	18%	18%	16%	16%	16%	16%	16%	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	55%	
	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	BSc in Biochemistry; Masters in Food Technology and Safety.	Justification	Justification	Justification	Justification	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	Skills in Molecular Biology and Metagenomics; Cell culture techniques, immunohistochemistry and Fluorescence Microscopy	Justification	6%
	20%	20%	20%	20%	20%	20%	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Personal skills towards the research area are clarified. Motivation and interest in joining the research group is explained.	5%	
Lorena Pereira	BSc in Bioengineering; Masters in Molecular Bioengineering.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Some experience in research related to the project requirements.	Skills in cell culture techniques, immunohistochemistry, flow cytometry, RNA extraction, molecular biology techniques, and in animal experimentation.	Skills in cell culture techniques, immunohistochemistry, flow cytometry, RNA extraction, molecular biology techniques, and in animal experimentation.	Skills in cell culture techniques, immunohistochemistry, flow cytometry, RNA extraction, molecular biology techniques, and in animal experimentation.	Skills in cell culture techniques, immunohistochemistry, flow cytometry, RNA extraction, molecular biology techniques, and in animal experimentation.	Skills in cell culture techniques, immunohistochemistry, flow cytometry, RNA extraction, molecular biology techniques, and in animal experimentation.	Justification	7%				
	20%	20%	20%	20%	17%	17%	17%	17%	18%	18%	18%	18%	18%	Motivation and interest in joining the projects research group is briefly explained.	62%	

Maria Mendes	BSc in Biology; MSc in Human Biology and Environment.	BSc in Biology; MSc in Human Biology and Environment.	18%	18%	18%	18%	13%	13%	13%	13%	7%	7%	5%	5%	43%
Mayank Mishra	BSc in Biotechnology; Masters in Bioscience & Biohealth Engineering.	BSc in Biotechnology; Masters in Bioscience & Biohealth Engineering.	20%	20%	20%	20%	15%	15%	15%	15%	15%	15%	15%	15%	58%
Md Sarfaraz	BSc in Chemistry; Masters in Biomedical Science.	BSc in Chemistry; Masters in Biomedical Science.	20%	20%	20%	20%	14%	14%	14%	14%	14%	14%	14%	14%	54%
Milani Rodrigues	BSc in Biology; Masters in Clinical Microbiology and Emerging Infectious Diseases.	BSc in Biology; Masters in Clinical Microbiology and Emerging Infectious Diseases.	20%	20%	20%	20%	15%	15%	15%	15%	15%	15%	15%	15%	57%
Patricia Carrasquira	BSc in Human Biology.	BSc in Human Biology.	15%	15%	15%	15%	9%	9%	9%	9%	9%	9%	9%	9%	33%

Team 3 entry

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ANNEX I - Employment Contract - Ref. IMM/CT/82-2023

Rita Pires	BSc in Biochemistry; Masters in Forensic Chemistry.	BSc in Biochemistry; Masters in Forensic Chemistry.	BSc in Biochemistry; Masters in Forensic Chemistry.	20%	20%	20%	20%	10%	10%	10%	10%	10%	10%	10%	4%	4%	44%	
Rossana Roque	BSc in Forensic and Criminal Sciences; MSc in Human Biology and Environment.	BSc in Forensic and Criminal Sciences; MSc in Human Biology and Environment.	BSc in Forensic and Criminal Sciences; MSc in Human Biology and Environment.	20%	20%	20%	20%	14%	14%	14%	15%	15%	15%	15%	6%	6%	55%	
Rubina Mailem	BSc/MSc: Medical Laboratory Technician.	BSc/MSc: Medical Laboratory Technician.	BSc/MSc: Medical Laboratory Technician.	20%	20%	20%	20%	7%	7%	7%	7%	7%	7%	10%	10%	5%	5%	42%
Sara Mendes	BSc in Cell and Molecular Biology.	BSc in Cell and Molecular Biology.	BSc in Cell and Molecular Biology.	15%	15%	15%	15%	7%	7%	7%	7%	7%	7%	12%	12%	5%	5%	39%
Tiago Santos	MSc in Pharmaceutical Sciences; Masters in Medical Parasitology.	MSc in Pharmaceutical Sciences; Masters in Medical Parasitology.	MSc in Pharmaceutical Sciences; Masters in Medical Parasitology.	20%	20%	20%	20%	13%	13%	13%	13%	13%	13%	14%	14%	6%	6%	53%

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Total ANNEX I +

ANNEX II - Employment Contract - Ref. IMM/CT/82-2023

Applicants	Interview (30%)										Total ANNEX II	
	Profile fitting to the research team and environment (10%)					Motivation for the research field (10%)					Communication skills (10%)	
Name of Jury	Maria Manuel Mota	Inês Fernandes Bento	Angelo Ferreira Chora	Average	Maria Manuel Mota	Inês Fernandes Bento	Angelo Ferreira Chora	Average	Maria Manuel Mota	Inês Fernandes Bento	Angelo Ferreira Chora	Average
Alexandre Fernandes	7%	7%	7%	7%	Motivated to join the team and the research environment. Clear interest to contribute to the project development and to develop as scientist in a challenging research field.	8%	8%	8%	Motivated to join the team and the research environment. Clear interest to contribute to the project development and to develop as scientist in a challenging research field.	7%	7%	7%
Brenda Oseno	5%	5%	5%	5%	Motivated to join the team and the research environment. Clear interest in the research field to develop as scientist.	7%	7%	7%	Motivated to join the team and the research environment. Clear interest in the research field to develop as scientist.	6%	6%	6%
Eustolia Mora	6%	6%	6%	6%	Motivated to join the team and the research environment. Clear interest in the research field to develop as scientist.	7%	7%	7%	Motivated to join the team and the research environment. Clear interest in the research field to develop as scientist.	5%	5%	5%

