Jury Meeting Minute
Lab Technician
Reference IMM/CT/108-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Lab Technician under an Employment Contract within the project *"The Interplay of Aging, Immune Signaling and Stem Cell Function"*, with the reference 101126073, funded by the **European Research Council (HORIZON-ERC).**

The job advert was published in EURAXESS on 29th of December 2023, and also disseminated in iMM website.

The call was opened for 10 working days starting on 2nd and ending on 15th of January 2024, having applied the following candidates listed in alphabetic order:

- Asma Ressaissi
- Bárbara Freitas
- Bárbara Rodrigues
- Chaitra Pujari
- Diogo Marques
- Filipa Manuel
- Inês Antunes
- Joana Antunes
- Joana Soares

The applicants Asma Ressaissi, Bárbara Freitas, Diogo Marques and Joana Antunes was excluded since they did not submit all the required documents in the job ad and they were informed of that.

On the January 18th of 2024, the jury composed by Professors Pedro Sousa-Victor (President of the Jury and Responsible for the Project), Joana Neves and Julie Ribot (all PhD's) met to analyze the application documents (- Motivation Letter in English, - Detailed CV, - MSc Certificate) in accordance to the profile and work plan indicated in the job advert.

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

- **Curricular Evaluation (70%)** based on the following criteria:
  a) Relevant work experience in *in vivo* mouse work, skeletal muscle biology work and lab management work – 35%;
  b) Education (MSc degree, field and grade) and training (course on animal work and licence) – 35%.

- **Motivation Letter (30%)** based on the following criteria:
  a) Adequacy of scientific interests – 20%;

b) English level – 10%.

The analysis and discrimination of each candidate classification in the First Phase are presented in the table of Annex I where all admitted applicants were ranked by alphabetic order.

Lisbon, January 18ᵗʰ 2024

Pedro Sousa-Victor

Pedro Sousa-Victor
(President of the Jury and Responsible for the Project)

Joana Neves

Joana Neves

Julie Ribot

Julie Ribot

Validation by the Heads of the Institution

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Professor Maria-Carmo Fonseca
President of iMM
Director

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Professor Maria M. Mota
Executive

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/108-2023

Applicants / Name of Jury	Curricular evaluation (70%) — Relevant work experience (35%)			Average	Justification	Education and Training (35%)			Average	Justification	Motivation Letter (30%) — Adequacy of scientific interests (20%)			Average	Justification	English level (10%)			Average	Justification	Total ANNEX I
	Pedro Sousa-Victor	Joana Neves	Julie Ribot			Pedro Sousa-Victor	Joana Neves	Julie Ribot			Pedro Sousa-Victor	Joana Neves	Julie Ribot			Pedro Sousa-Victor	Joana Neves	Julie Ribot			
Bárbara Rodrigues	0%	0%	0%	0%	No experience in mouse work, skeletal muscle biology work or labmanagement work.	10%	10%	10%	10%	Adequate degree, grade 16, but no course on animal work or licence.	5%	5%	5%	5%	Relevant scientific motivation, Does not specify interests aligned with project goals.	10%	10%	10%	10%	Excellent english level.	25%
Chaitra Pujari	18%	18%	18%	18%	Experience in mouse work, but no experience in skeletal muscle biology work or labmanagement work.	30%	30%	30%	30%	Adequate degree, course on animal work and licence.	5%	5%	5%	5%	Relevant scientific motivation, Does not specify interests aligned with project goals.	10%	10%	10%	10%	Excellent english level.	63%
Filipa Manuel	0%	0%	0%	0%	No experience in mouse work, skeletal muscle biology work or labmanagement work.	15%	15%	15%	15%	Adequate degree, grade 18, but no course on animal work or licence.	20%	20%	20%	20%	Interest in aging and skeletal muscle biology. Identifies lab scientific interests and aligns with project goals.	10%	10%	10%	10%	Excellent english level.	45%
Inês Antunes	35%	35%	35%	35%	Experience in in vivo mouse work, skeletal muscle biology work and lab management work.	30%	30%	30%	30%	Adequate degree, grade 17; course on laboratory animal sciences with licence B from FELASA. Additional training on mouse necropsy and dissection.	20%	20%	20%	20%	Interest in aging and skeletal muscle biology. Identifies lab scientific interests and aligns with project goals.	10%	10%	10%	10%	Excellent english level.	95%
Joana Soares	18%	18%	18%	18%	Experience in in vivo mouse work, but no experience in muscle biology work or lab management work.	33%	33%	33%	33%	Adequate degree, grade 18; course on laboratory animal sciences with licence B from FELASA.	5%	5%	5%	5%	Relevant scientific motivation. Does not specify interests aligned with project goals.	10%	10%	10%	10,00%	Excellent english level.	66,00%