

Sónia
F. Carvalho
VS

Jury Meeting Minute

Postdoctoral Researcher Position

Reference IMM/CT/8-2024

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Researcher with a PhD correspondent to the initial level according to the Applicable Regulation, under an Unfixed-term contract within the research project **2022.01991.PTDC – “AMP-AgNP conjugates: the mutual reinforcement of antibacterial activity”** with the funding support from Fundação para a Ciência e a Tecnologia (FCT).

The job advert was published in EURAXESS Portugal on 15th of January 2024 and also disseminated in iMM website.

The call was opened from **the 16th of January until 26th of February 2024** (30 working days), having applied the following candidates:

- Ana Souto Martins
- Asma Ressaissi
- Elena Kalita
- Hamid Bahrami
- Hasan Jarndal

The candidates Hamid Bahrami and Hasan Jarndal were excluded because they didn't hold the PhD degree as required in the job ad.

On the 27th of February of 2024, the jury composed by Sónia Gonçalves Abreu (President of the Jury and Responsible for the Project), Nuno C. Santos and Filomena Maria de Carvalho (all PhD's) met to analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be relevant to prove the scientific course (Optional)) 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:

- First phase: Curriculum Analysis (80%) and Motivation Letter (10%).
- 2nd Phase: Interview: 10% (only the 5 candidates who obtained in the first phase the highest ranking, with a minimum of 40%, or the number of candidates, up to 5, who obtained in the first phase a minimum rating of 40%).

Curricular Analysis (80%)

Based on the Curriculum, it was analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely:

- 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 (60%).

Motivation Letter (10%)

Based on the letter of motivation was evaluated:

- Motivation and interest for the activities to be performed (5%);
- Written communication in English language (5%).

The analysis and discrimination of the admitted candidate's classification are presented in the table of Annex I.

Following this, only one applicant scored at least 40% and was invited for an Interview. The applicant is identified below.

- Ana Souto Martins

INTERVIEW (10%)

The interview phase took place on 28th of February of 2024 and intended to evaluate the criteria indicated below:

- 1) Adequacy of the profile towards the activity to be performed (8%)
- 2) Spoken English (1%);
- 3) Interpersonal skills relevant for this position (1%);

The analysis and discrimination of the admitted candidate's classification in the interview phase and total classification in both phases are presented in the table of Annex II.

At this stage, the candidate Ana Souto Martins is the one with the highest score and will be selected for the position.

Lisbon, 29th of February of 2024


Sónia Gonçalves de Abreu
(President of the Jury and Responsible for the Project)



Nuno C. Santos



Filomena Maria de Carvalho

Validation by the Heads of the Institution



Professor Bruno Silva-Santos
Vice President



Professor Maria M. Mota
Executive Director

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/8-2024

Applicants	Curricular Analysis (80%)						Motivation Letter (10%)						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 (60%)			Motivation and interest for the activities to be performed (5%)			Written communication in English language 5%				
Name of Jury	Sónia Gonçalves de Abreu	Nuno C. Santos	Filomena Maria de Carvalho	Average	Sónia Gonçalves de Abreu	Filomena Maria de Carvalho	Average	Nuno C. Santos	Filomena Maria de Carvalho	Sónia Gonçalves de Abreu	Nuno C. Santos	Written		
Ana Souto Martins	13%	15%	14.33%	57%	60%	58%	58.33%	5%	5%	50%	50%	50%	5.00%	82.67%
	CV shows a good publication record. Demonstrated involvement in research projects in fields pertinent to the topic of the current call.	A strong CV with a substantial number of publications. Experience participating in research projects as a researcher within fields relevant to the subject of the current call.	Revealed experience related with the work plan	Very good expertise for the work plan	The experience is adequately aligned to the work plan	Very good motivation letter	Very good motivation letter	Letter with good knowledge of English	High level of English proficiency	Letter with good knowledge of English	High level of English proficiency	Letter with good knowledge of English		
Asma Ressasssi	11%	11%	11.00%	0%	0%	0%	0.00%	0%	5%	5%	5%	5.00%	5.00%	21.00%
	Strong CV with a notable quantity of publications. Engagement in research projects as a researcher, although the thematic focus may not align with the current call.	Strong CV with a notable quantity of publications. Participation in various research projects as a researcher, even if the topic does not directly align with the current call.	The candidate don't have experience related to the work plan	The candidate don't have experience related to the work plan	The candidate don't have experience related to the work plan	Good motivation letter	Good motivation letter	Good motivation letter	Good motivation letter	Communication demonstrating strong English proficiency	Communication demonstrating strong English proficiency	High level of English proficiency	Letter with good knowledge of English	
Elena Kalita	11%	10%	11%	10.67%	5%	5%	5.00%	5%	5%	50%	50%	50%	5.00%	25.67%
	The CV shows a good number of publications, although the research topic does not align with the theme of the current call.	While the CV demonstrates a strong publication record, the research topic does not align with the current call's theme.	While the candidate does have scientific experience, it may not perfectly correlate with the work plan	The candidate's scientific experience may not directly correlate with the work plan	The candidate's scientific experience may not directly correlate with the work plan	Good motivation letter	Good motivation letter	Good motivation letter	Good motivation letter	Communication demonstrating strong English proficiency	Communication demonstrating strong English proficiency	High level of English proficiency	Letter with good knowledge of English	





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ANNEX II- Evaluation: Employment Contract - Ref. IMM/CT/8-2024

Applicants	Interview (10%)										Total ANNEX I + ANNEX II	
	Adequacy of the profile towards the activity to be performed (8%)				Spoken English (1%)				Interpersonal skills relevant for this position (1%)			
Name of Jury	Sónia Gonçalves de Abreu	Nuno C. Santos	Filomena Maria de Carvalho	Average	Sónia Gonçalves de Abreu	Nuno C. Santos	Filomena Maria de Carvalho	Average	Sónia Gonçalves de Abreu	Nuno C. Santos	Filomena Maria de Carvalho	Average
	8%	8%	8%	8.00%	1%	1%	1%	1%	1.00%	1%	1%	1.00%
Ana Souto Martins	The candidate showcased competencies pertinent to the objectives of the call.	The candidate showcased competencies pertinent to the objectives of the call.	The candidate showcased competencies pertinent to the objectives of the call.		proficient in spoken English	proficient in spoken English	proficient in spoken English	h		The candidate demonstrated to have effective communication, teamwork, conflict resolution, adaptability, and emotional intelligence that fits to the current call.	The candidate demonstrated to have effective communication, teamwork, conflict resolution, adaptability, and emotional intelligence that fits to the current call.	The candidate demonstrated to have effective communication, teamwork, conflict resolution, adaptability, and emotional intelligence that fits to the current call.



 Ana Souto Martins