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Jury Meeting Minute

Postdoctoral Researcher

Reference IMM/CT/12-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher to join the Telomeres, long noncoding RNAs and genome stability Laboratory coordinated by Claus M. Azzalin, under the research project 'Regulatory RNA–protein interactions at telomeres in healthy cells and during malignant transformation', funded by LaCaixa Foundation.

The job advert was published in EURAXESS Portugal on 6th of February of 2024 and also disseminated in iMM website.

The call was opened from 7th of February until 19th of March 2024, having applied the following candidates:

- Ana Boavida
- Asma Ressaissi
- Athanasios Koulis
- Daniela Moutinho
- Elena Kalita
- Hamid Bahrami
- Johanna Luige
- Yasmeen Khan

The applicants Hamid Bahrami and Yasmeen Khan were excluded since they did **not submit all the required documents in the job ad and they were informed of that.**

On the 20 of March of 2024, the jury composed by Claus M. Azzalin (President of Jury), Patricia Lona Abreu and Joana Rodrigues, met to analyze the application documents (PhD Certificate, Motivation Letter in English, Detailed CV and contacts of 2 references).

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SCORE

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

- **1st Phase: Curricular evaluation (50%) and Motivation Letter (30%)**

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

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

Based on the motivation letter (30%) will be evaluated:

- c) Motivation and interest for the activities to be performed (20%);
- d) Written domain of the English language (10%).

- **2nd Phase: Interview (20%)**

The jury will select for the interview the candidates who obtained in the first phase the highest ranking, with a minimum of 70%.

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.

Following this, on the 20 and on the 27 of March of 2024, the jury contacted the two candidates with the highest score (through email) and invited them for an interview. The two candidates selected for the interview are identified below:

- Ana Boavida
- Johanna Luige

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, 11th of April of 2024

Claus M. Azzalin
(President of the Jury)



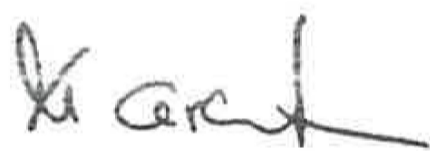
Patricia Lona Abreu



Joana Rodrigues



Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President



Professor Bruno Silva Santos
Vice President

Joana Rodrigues

Manuel Patricia Abreu

ANNEX I - Employment Contract - Ref. IMM/CT/12-2024																		
Applicants	Curricular Evaluation (50%)								Motivation Letter (30%)								Total ANNEX I	
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (25%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (25%)				Motivation and interest for the activities to be performed (20%)				Written domain of the English language (10%)					
Name of Jury	Clause M. Azzalin	Patricia Lona Abreu	Joana Rodrigues	Average	Clause M. Azzalin	Patricia Lona Abreu	Joana Rodrigues	Average	Clause M. Azzalin	Patricia Lona Abreu	Joana Rodrigues	Average	Clause M. Azzalin	Patricia Lona Abreu	Joana Rodrigues	Average		
Ana Boavida	23%	22%	22%	22,33%	25%	23%	23%	23,67%	20%	20%	20%	20,00%	10%	10%	10%	10,00%		76,00%
	The candidate has large experience in genome stability, with a strong focus on helicases. The published work includes two first author publications aligned with the interests of the host lab.	The work executed by the candidate aligns very well with the project. The publication record is excellent for the career stage of the candidate.	Excellent publication record that proves the candidate's experience in genome stability and cancer biology.	Justification	The candidate has extensive experience with molecular and cellular biology, and biochemistry.	Extensive experience with the main techniques necessary for the work plan.	The candidate has extensive experience in molecular and cellular biology and biochemistry using recombinant proteins.	Justification	The motivation letter clearly shows interest in the telomere and cancer biology fields.	The motivation to work on telomeres, genome stability and cancer is clearly indicated.	The candidate shows a clear motivation to work with the subject of study.	Justification	Excellent written English skills.	Excellent written English skills.	The letter is very well written.	Justification		
Asma Ressaissi	15%	18%	15%	16,00%	18%	18%	15%	17,00%	8%	10%	8%	8,67%	10%	10%	10%	10,00%		51,67%
	The candidate has a very good track record with several publications, however the area of study/work is not related to genome/telomere stability.	Very good track record, but far from the field of study of the lab.	The candidate has several publications and demonstrated experience in pharmacology/toxicology, but very limited experience in genome stability and cancer.	Justification	The candidate has some experience in molecular and cellular biology, but very limited experience with the requested techniques.	The candidate seems to have a limited experience with molecular and cellular biology applied to human cancer cells.	Limited experience with the requested tools/techniques.	Justification	The candidate does not describe their interest in telomere and cancer biology.	The motivation letter is very well written but there is no mention to telomere biology.	No mention to the motivation to work with telomeres and cancer biology.	Justification	Excellent English skills.	Excellent written English skills.	The letter is very well written.	Justification		
Athanasios Koulis	18%	20%	18%	18,67%	18%	18%	17%	17,67%	12%	15%	12%	13,00%	10%	10%	10%	10,00%		59,33%
	The candidate has an excellent CV with many publications and presentations. They also have large experience in mentoring. The experience in genome stability is limited.	The candidate has an excellent CV, many publications and mentoring experience. The subjects of study do not align well with the areas related to the workplan.	Excellent CV with a demonstrated independence and leadership. Clear interest in immunology and cancer biology. Experience in telomere biology is lacking.	Justification	The candidate has a large skillset, however not very much aligned with the workplan.	The candidate shows to master a large number of techniques although the main area of research is not directly linked to telomere biology.	Extensive lab experience only partially aligned with the area of study of the lab.	Justification	The motivation letter is very clear but does not clarify the interest of the candidate in the proposed work plan.	The candidate provides a very well structured presentation letter but does not explain their interests in joining a lab working on telomere biology.	The motivation to work on telomere biology is not explained.	Justification	Excellent written English skills.	Excellent written English skills.	The written English is excellent.	Justification		
Daniela Moutinho	17%	18%	18%	17,67%	22%	22%	20%	21,33%	10%	15%	12%	12,33%	10%	10%	10%	10,00%		61,33%
	The candidate has an excellent CV, with several publications. However, the fields of study do not include genome stability and telomere biology.	Very good CV with several publications including first author publications. The scientific interests are not aligned with genome stability.	The candidate has a very good CV and several publications. It seems that their interests are not aligned with the proposed work plan.	Justification	The skillset of the candidate is very good with several techniques aligning with the requested ones.	The candidate has extensive experience with cell and molecular biology and seems to master a number of techniques required for the workplan.	Very good experience in molecular and cellular biology, although not directly applied to genome stability and telomere biology.	Justification	The motivation letter is very well structured but lacks any reference to the interest of the candidate in working with telomeres and/or genome stability.	The candidate does not provide an explanation for choosing to apply to a lab working with telomeres and genome stability.	The motivation to work on telomere biology is not explained.	Justification	Excellent written English skills.	Excellent written English skills.	Excellent written English skills.	Justification		
Elena Kalita	15%	14%	15%	14,67%	14%	15%	14%	14,33%	15%	16%	15%	15,33%	10%	10%	10%	10,00%		54,33%
	The candidate has extensive experience in organic chemistry, as also shown by their several publications in the field. The relevance to the proposed work plan is, however, quite limited.	Good publication record and experience, however largely restricted to organic chemistry and compound synthesis.	The candidate has a very good CV with several publications and patents. However, their experience in subjects related to the workplan seems very limited.	Justification	The candidate has only very limited experience with molecular and cellular biology, as well as with genome stability.	The candidate does not master several of the techniques required for the workplan.	The candidate has vast experience in organic chemistry but their experience with molecular and cellular biology applied to genome stability is very limited.	Justification	The motivation states the interest of the candidate in joining the lab but the motivation to work on telomere biology is not explained.	Clear and concise motivation letter.	The motivation to work on telomere biology is clearly stated although the explanation is lacking.	Justification	Excellent written English skills.	Excellent written English skills.	Excellent written English.	Justification		
Johanna Luige	21%	20%	20%	20,33%	22%	22%	21%	21,67%	18%	18%	18%	18,00%	10%	10%	10%	10,00%		70,00%
	The candidate has an excellent publication record with one recent first author publication on G4 RNA structures. The candidate's background aligns with the main rationale of the work plan.	Very good publication record and research experience on G4 structures and transcription regulation.	The candidate has an excellent research background and publication record. The work on G4 structures and transcription partly aligns with the proposed work plan.	Justification	Very good technical skills related to RNA biology.	The candidate shows to possess a skillset that aligns well with the project.	Very good experience with molecular and cellular biology and analysis of RNA.	Justification	The candidate shows motivation to work on telomeric RNA biology.	The motivation letter shows interest in RNA biology and TERRA, although it is not completely clear the interest in telomere/genome stability.	The candidate shows interest for the biology of telomeric RNAs.	Justification	Excellent English skills.	Excellent written English skills.	Excellent written English.	Justification		

Joana Rodrigues

Luís António Patrício Abreu

ANNEX II - Employment Contract - Ref. IMM/CT/12-2024

Applicants		Interview (20%)										Total ANNEX II	Total ANNEX I + ANNEX II				
Interest In and knowledge of the field of study of the lab (15%)		Presentation skills (3%)					Interpersonal skills (2%)										
Name of JURY		Claus M. Azzalín	Patricia Lona Abreu	Joana Rodrigues	Average	Claus M. Azzalín	Patricia Lona Abreu	Joana Rodrigues	Average	Claus M. Azzalín	Patricia Lona Abreu	Joana Rodrigues	Average				
Ana Boavida	The candidate clearly showed their interest in studying telomere biology and genome stability biology. They also showed some knowledge in telomere biology.	The candidate demonstrated their interest in the subjects of study of the lab. Some knowledge of telomere biology.	The candidate clearly demonstrated their interest in the work done in the lab and, in general, in the telomere and genome stability fields.	Justification		The candidate presented their PhD work in a very good way.	The presentation of the candidate was excellent.	The candidate presented in a very clear manner.	Justification		The candidate showed excellent interpersonal skills.	Excellent interpersonal skills.	Excellent interaction with the candidate.	Justification			
	8%	8%	8%	8.00%	3%	3%	3%	3.00%	2%	2%	2%	2.00%	13.00%	88.00%			
Johanna Luige	The candidate is interested in the biology of G4 structures and their impact on genome stability and gene expression. The interest and knowledge relating to telomere biology is not clear.	The interest and knowledge in telomere biology are quite limited, although the candidate clearly showed enthusiasm for RNA biology in general.	The candidate is very interested in understanding the biology of G4s, but not specifically the functions of telomeres and their correlation with genome stability.	Justification		The candidate gave a good presentation of their PhD work.	The candidate presented well.	The presentation of the candidate was very good.	Justification		The candidate showed excellent interpersonal skills.	Excellent interpersonal skills.	Excellent interaction with the candidate.	Justification			
	4%	4%	4%	4.00%	2%	2%	2%	2.00%	2%	2%	2%	2.00%	8.00%	78.00%			