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Jury Meeting Minute
Postdoctoral Researcher
Reference IMM/CT/26-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher to join the Cell Architecture Laboratory, under the research project "***Defining the role of Arp2/3 complex diversity at multiple scales of biology***", with the Reference ***ERC-2018-SyG – ArpComplexity – GA 810207***, funded by **European Commission**.

The job advert was published in EURAXESS Portugal on 28th of February of 2024 and also disseminated in iMM website.

The call was opened from 29th of February until 20th of March 2024, having applied the following candidates:

- António Ferreira
- Asma Ressaissi
- Biaou Oscar
- Hamid Bahrami
- Isabel Carvalho
- Nadiya Kubasova
- Sara Canato

The applicant Hamid Bahrami was excluded since he did **not submit all the required documents in the job ad and he was informed of that**.

On the 29 of May of 2024, the jury composed by Edgar Gomes (President of the Jury), Sérgio Dias and Leonor Saúde, met to analyze the application documents (Motivation Letter in English, Detailed CV, PhD Certificate 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 (20%)**
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) Experience in mouse behavior and tissue analysis (30%);

b) Experience on ES cell manipulation and gene editing (30%).

Based on the motivation letter will be evaluated:

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

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.

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

The jury will select for interview candidates who have the minimum 75% in the first evaluation phase.

According to the First Phase evaluation, none of the candidates scored the minimum classification (75%) and for this reason the Second Phase (interview) did not take place.

Thus, the jury decided not to fulfill the position.

Lisbon, 29 of May of 2024



Edgar Gomes
(President of the Jury)

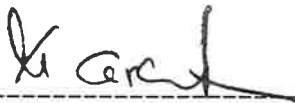


Sérgio Dias



Leonor Saúde

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President



Professor Bruno Silva Santos
Vice President

Handwritten initials/signature and the number "13" in the top right corner.

ANNEX I - Employment Contract - Ref. IMM/CT/26-2024

Applicants	Curricular Evaluation (60%)								Motivation Letter (20%)								Total ANNEX I
	Experience in mouse behavior and tissue analysis (30%)				Experience on ES cell manipulation and gene editing (30%)				Motivation and interest for the activities to be performed (10%)				Written communication of the english language (10%)				
Name of Jury	Edgar Gomes	Sérgio Dias	Leonor Saúde	Average	Edgar Gomes	Sérgio Dias	Leonor Saúde	Average	Edgar Gomes	Sérgio Dias	Leonor Saúde	Average	Edgar Gomes	Sérgio Dias	Leonor Saúde	Average	
António Ferreira	5%	5%	5%	0.00%	15%	15%	15%	15.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	30.00%
	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	Justification	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	Justification	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	Justification	Excellent written communication in English	Excellent written communication in English	Excellent written communication in English	Justification	
Asma Ressaissi	5%	5%	5%	5.00%	15%	15%	15%	15.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	35.00%
	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	Justification	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	Justification	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	Justification	Excellent written communication in English	Excellent written communication in English	Excellent written communication in English	Justification	
Biaou Oscar	5%	5%	5%	5.00%	5%	5%	5%	5.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	25.00%
	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	Justification	The candidate does not have experience on ES cell manipulation and on gene editing	The candidate does not have experience on ES cell manipulation and on gene editing	The candidate does not have experience on ES cell manipulation and on gene editing	Justification	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	Justification	Excellent written communication in English	Excellent written communication in English	Excellent written communication in English	Justification	
	5%	5%	5%	5.00%	5%	5%	5%	5.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	25.00%

Handwritten initials and a signature: "J.D." and a stylized signature above it.

Isabel Carvalho	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	The candidate does not have experience in mouse behavior and doesn't have the FELASA certificate	Justification	The candidate does not have experience on ES cell manipulation and on gene editing	The candidate does not have experience on ES cell manipulation and on gene editing	The candidate does not have experience on ES cell manipulation and on gene editing	Justification	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	The field of interest of the candidate doesn't align with the project needs	Justification	Excellent written communication in English	Excellent written communication in English	Excellent written communication in English	Justification	
	15%	15%	15%	15.00%	15%	15%	15%	15.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	45.00%
Nadiya Kubasova	The candidate has experience in animal work and colony management. The candidate has the FELASA certificate	The candidate has experience in animal work and colony management. The candidate has the FELASA certificate	The candidate has experience in animal work and colony management. The candidate has the FELASA certificate	Justification	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning and iPSCs	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning and iPSCs	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning and iPSCs	Justification	Motivated candidate that demonstrates relevant experience for the project and the Lab	Motivated candidate that demonstrates relevant experience for the project and the Lab	Motivated candidate that demonstrates relevant experience for the project and the Lab	Justification	Excellent written communication in English	Excellent written communication in English	Excellent written communication in English	Justification	
	20%	20%	20%	20.00%	15%	15%	15%	15.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	50.00%
Sara Canato	The candidate has experience in animal work, tissue analysis and has the FELASA certificate	The candidate has experience in animal work, tissue analysis and has the FELASA certificate	The candidate has experience in animal work, tissue analysis and has the FELASA certificate	Justification	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	The candidate does not have experience on ES cell manipulation but has experience in CRISPR/Cas9 system molecular cloning	Justification	Motivated candidate that demonstrates relevant experience for the project and the Lab	Motivated candidate that demonstrates relevant experience for the project and the Lab	Motivated candidate that demonstrates relevant experience for the project and the Lab	Justification	Excellent written communication in English	Excellent written communication in English	Excellent written communication in English	Justification	
	20%	20%	20%	20.00%	15%	15%	15%	15.00%	5%	5%	5%	5.00%	10%	10%	10%	10.00%	50.00%