

you by  
Zita  
JAP

**Jury Meeting Minute**  
**Head of Proteomics Position**  
**Reference IMM/CT/15-2024**

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire 1 (one) Head of Proteomics according to the Applicable Regulation, under a Permanent Employment Contract within **Contrato-Programa de Apoio Institucional – Associate Laboratories (CEECINSTLA/00025/2022)**.

The job advert was published in EURAXESS Portugal on 16<sup>th</sup> of February 2024 and also disseminated in iMM website.

The call was opened from **the 19<sup>th</sup> of February until 1<sup>st</sup> of April 2024** (30 working days), having applied the following candidates:

- Asma Ressaissi
- Carla Pestana Gomes
- Minia Antelo Varela

The candidate Carla Pestana Gomes was excluded because she didn't hold the PhD degree as required in the job ad.

On the 24<sup>th</sup> of April of 2024, the jury composed by José Rino (President of the Jury), Vanessa Morais and Zita 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:

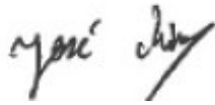
**Curriculum Analysis (70%) and Motivation Letter (30%)**

- ✓ Based on the **Curriculum**, it was analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely:
  - a) Academic background and experience in coordination of proteomics research work and techniques (25%);
  - b) Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%);
  - c) Research achievements and relevant results in the area of the proposed work plan as described in the candidate profile (25%).
- ✓ Based on the **Letter of Motivation** it was evaluated:
  - a) Motivation and interest for the activities to be performed (20%);
  - b) Written communication in English language (10%).


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

At this stage the candidate with the highest score will be selected for the position.

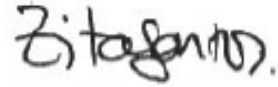
Lisbon, 24<sup>th</sup> of April 2024



José Rino  
(President of the Jury)



Vanessa Morais



Zita Carvalho

Validation by the Heads of the Institution



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Professor Bruno Silva-Santos  
Vice President



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Professor Maria M. Mota  
Executive Director

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/15-2024

*Yves*  
*Vanessa Morais*  
*Zita Carvalho*

Applicants	Curricular Analysis (70%)										Motivation Letter (30%)					Total ANNEX I										
	Academic background and experience in coordination of proteomics research work and techniques (25%)					Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%)					Research achievements and relevant results 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 communication in English language (10%)				
	Vanessa Morais	Zita Carvalho	Average	José Rino	Vanessa Morais	Zita Carvalho	Average	José Rino	Vanessa Morais	Zita Carvalho	Average	José Rino	Vanessa Morais	Zita Carvalho	Average		José Rino	Vanessa Morais	Zita Carvalho	Average	José Rino	Vanessa Morais	Zita Carvalho	Average		
Asma Ressaissi	12,00	10,00	10,67	15,00	16,00	15,00	15,33	1,00	0,00	0,00	0,00	0,33	8,00	8,00	8,00	8,00	10,00	8,67	10,00	10,00	10,00	10,00	10,00	10,00		
	The candidate has some research experience and know-how in proteomics techniques.	The candidate demonstrates some degree of knowledge and experience in the fields related to the research area for this position, but not to a very extensive degree.	Justification	Good publication record in scientific areas related to the work plan.	Fair publication record in the field of interest.	Good publication record in scientific areas of interest for this position.	Justification	The candidate has collaborated with multi-disciplinary teams in research projects but has no experience in coordinating a facility.	Candidate has no experience in coordinating a facility.	Although the candidate demonstrated capacity to work in teams, it has no experience in coordinating groups/facilities within the area of interest.	The candidate expressed some interest in the research project.	The candidate manifested interest in joining a research lab and an innovative team.	Justification	The candidate expressed a very keen interest in the research project.	Highly motivated for the proposed activities to be performed.	The candidate expressed a very keen interest in the research project.	Sufficient motivation in the proposed position and project.	Fluency in English language evidenced by a well-written motivation letter.	Justification	The candidate presented a well-structured motivational letter indicating fluency in the English language.	Fluency in English language evidenced by a well-written motivation letter.	The candidate presented a well-structured motivational letter indicating fluency in the English language.	Motivation letter was well written and indicated a good command of English language.	Motivation letter was well written and indicated a good command of English language.	Justification	
Mfina Antelo Varela	25,00	23,00	24,33	18,00	18,00	18,00	18,67	25,00	23,00	25,00	24,33	20,00	20,00	20,00	20,00	20,00	20,00	20,00	20,00	20,00	20,00	20,00	20,00	20,00		
	The candidate is very experienced in coordinating a proteomics facility and has extensive know-how in proteomics techniques.	Vast research experience in the area of proteomics, and additional knowledge post-translational modifications based proteomics.	Justification	Excellent publication record in the areas of organic chemistry and protein biology.	Impressive publication track, mostly in the area of organic chemistry and protein biology.	Great publication record in scientific areas of interest for this position.	Justification	Extensive experience in proteomics research and coordination of a proteomics research facility.	Candidate has experience in coordinating a proteomics facility, as well as the required know-how for sample handling and equipment know-how.	Vast experience in coordinating a proteomics facility as well as associated techniques and equipment.	Highly motivated for the proposed activities to be performed.	Highly motivated for the proposed activities to be performed.	Justification	The candidate expressed a very keen interest in the research project.	Highly motivated for the proposed activities to be performed.	The candidate expressed a very keen interest in the research project.	High motivation in the proposed position and project.	Fluency in English language evidenced by a well-written motivation letter.	Justification	The candidate presented a well-structured motivational letter indicating fluency in the English language.	Fluency in English language evidenced by a well-written motivation letter.	The candidate presented a well-structured motivational letter indicating fluency in the English language.	Motivation letter was well written and indicated a good command of English language.	Motivation letter was well written and indicated a good command of English language.	Justification	

# Final Jury Meeting Minute

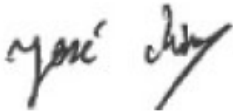
IMM/CT/15-2024

After the preliminary hearing period of 10 working days, no changes were verified in what concerns to classification and ranking of the admitted candidates.

The jury will contact the candidate ranked in 1<sup>st</sup> Mínia Varela, and will offer her the position.

This final decision is signed by the three members of the jury and also validated by the Heads of the Institution.

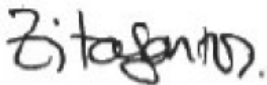
Lisbon, 13<sup>th</sup> of May 2024



José Rino  
(President of the Jury)



Vanessa Morais



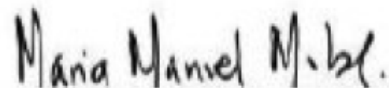
Zita Santos

## Validation by the Heads of the Institution



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Professor Bruno Silva Santos  
Vice President



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Professor Maria M. Mota  
Executive Director

**ANNEX I – Final list of classification and ranking of the admitted candidate**

Ranking	Name	Final Score
1	Mínia Varela	97,33
2	Asma Ressaissi	45