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Jury Meeting Minute

Call for a Postdoctoral Researcher

Reference IMM/CT/19-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire 1 (One) Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation under an Unfixed-Term Contract within the ***Programa Interface – financiamentos base dos Centros de Tecnologia e Inovação within the Recovery and Resilience Plan (PRR) approved in the terms of Avisos de Abertura de Concurso (AAC) nr 03/C05-i02/2022.***

The job advert was published in EURAXESS Portugal on 21st of February 2024 and also disseminated in iMM website.

The call was opened from 22nd of February until 4th of April 2024, having applied the following candidates:

- Amina Hamidou
- Amitava Dutta
- Asma Ressaissi
- Athanasios Koulis
- Jaceline Sanches
- Joana Filipa de Sousa Pereira
- Margarida Barroso

On the 19 of April of 2024, the jury composed by Vera Neves (President of the Jury), Marco Cavaco and Miguel Castanho (all PhDs), met to analyze the application documents (Motivation Letter in English, Detailed CV, PhD Certificate and other documents that applicant may consider to be relevant to prove the scientific course).

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

First phase: *Curriculum Analysis (80%) and Motivation Letter (10%)*
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: 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%).
Based on the letter of motivation will be evaluated the motivation and interest for the activities to be performed (5%), command of the English language (5%).
Second phase: *The jury will select for the interview (evaluation: 10%) 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%. In the event of a tie, the decision will be responsibility of the chairman of the jury.*

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.

According to the First Phase evaluation, none of the candidates obtained at least the 40% and for this reason, the Second Phase (Interview) did not take place.

Thus, the jury decided not to fulfill the position.

Lisbon, 19 of April of 2024

Vera Neves

Vera Neves
(President of the Jury)

Marco Cavaco

Miguel Castanho

ANNEX I - Employment Contract - Ref. IMM/CT/19-2024

Applicants	Curriculum 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%)				Command of the English language (5%)				
Name of Jury	Vera Neves	Marco Cavaco	Miguel Castanho	Average	Vera Neves	Marco Cavaco	Miguel Castanho	Average	Vera Neves	Marco Cavaco	Miguel Castanho	Average	Vera Neves	Marco Cavaco	Miguel Castanho	Average	
Amina Hamidou	2%	2%	2%	2.00%	17%	17%	17%	17.00%	2%	2%	2%	2.00%	4%	4%	4%	4.00%	25.00%
	No reference to published work. No experience in brain metastasis models and drug testing. Experience in microfabrication of microfluidic systems.	No reference to published work. No experience in brain metastasis models and drug testing. Experience in microfabrication of microfluidic systems.	No reference to published work. No experience in brain metastasis models and drug testing. Experience in microfabrication of microfluidic systems.	Justification	PhD molecular chemistry. Experience on microfluidic models, but no experience in BBB models. Experience in fluorescent microscopy.	PhD molecular chemistry. Experience on microfluidic models, but no experience in BBB models. Experience in fluorescent microscopy.	PhD molecular chemistry. Experience on microfluidic models, but no experience in BBB models. Experience in fluorescent microscopy.	Justification	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Justification	Good command of written English.	Good command of written English.	Good command of written English.	Justification	
Amitava Dutta	2%	2%	2%	2.00%	2%	2%	2%	2.00%	2%	2%	2%	2.00%	4%	4%	4%	4.00%	10.00%
	No experience in organ-on-a-chip for disease modeling or drug screening Experience in microfluidics. Publication not related to the work plan.	No experience in organ-on-a-chip for disease modeling or drug screening Experience in microfluidics. Publication not related to the work plan.	No experience in organ-on-a-chip for disease modeling or drug screening Experience in microfluidics. Publication not related to the work plan.	Justification	PhD in microfluidics in power engineering. Experience in microfluidics but no experience in cellular models.	PhD in microfluidics in power engineering. Experience in microfluidics but no experience in cellular models.	PhD in microfluidics in power engineering. Experience in microfluidics but no experience in cellular models.	Justification	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Justification	Good command of written English	Good command of written English	Good command of written English	Justification	
	2%	2%	2%	2.00%	15%	15%	15%	15.00%	2%	2%	2%	2.00%	4%	4%	4%	4.00%	23.00%

Asma Ressaissi	No experience in organ-on-a-chip for disease modeling or drug screening Publication not related to the work plan.	No experience in organ-on-a-chip for disease modeling or drug screening Publication not related to the work plan.	No experience in organ-on-a-chip for disease modeling or drug screening Publication not related to the work plan.	Justification	pharmaceutical and toxicological biochemistry. Experience in cell culture, but no experience in 3D-models (organ-on-a-chip or spheroids) for drug screening. Publications as corresponding author and managing skills	pharmaceutical and toxicological biochemistry. Experience in cell culture, but no experience in 3D-models (organ-on-a-chip or spheroids) for drug screening. Publications as corresponding author and managing skills	pharmaceutical and toxicological biochemistry. Experience in cell culture, but no experience in 3D-models (organ-on-a-chip or spheroids) for drug screening. Publications as corresponding author and managing skills	Justification	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Justification	Good command of written English	Good command of written English	Good command of written English	Justification	
	5%	5%	5%	5.00%	20%	20%	20%	20.00%	4%	4%	4%	4.00%	5%	5%	5%	5.00%	34.00%
Athanasios Koulis	Experience in 3D organoid cultures, but no experience in organ-on-a-chip for brain metastasis modeling. No experience in brain-targeting drugs.	Experience in 3D organoid cultures, but no experience in organ-on-a-chip for brain metastasis modeling. No experience in brain-targeting drugs.	Experience in 3D organoid cultures, but no experience in organ-on-a-chip for brain metastasis modeling. No experience in brain-targeting drugs.	Justification	PhD in oncology. Experience in confocal and fluorescent imaging. Experience in cancer models Good managing skills.	PhD in oncology. Experience in confocal and fluorescent imaging. Experience in cancer models Good managing skills.	PhD in oncology. Experience in confocal and fluorescent imaging. Experience in cancer models Good managing skills.	Justification	Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Justification	Good command of written English	Good command of written English	Good command of written English	Justification	
	5%	5%	5%	5.00%	15%	15%	15%	15.00%	2%	2%	2%	2.00%	4%	4%	4%	4.00%	26.00%
Jaceline Sanches	Experience in cancer models. No experience in drug delivery to the brain or organ-on-a-chip models	Experience in cancer models. No experience in drug delivery to the brain or organ-on-a-chip models	Experience in cancer models. No experience in drug delivery to the brain or organ-on-a-chip models	Justification	PhD in Pathology and pathophysiology. Expert in cell culture assays and immunofluorescence.	PhD in Pathology and pathophysiology. Expert in cell culture assays and immunofluorescence.	PhD in Pathology and pathophysiology. Expert in cell culture assays and immunofluorescence.	Justification	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Justification	Good command of written English	Good command of written English	Good command of written English	Justification	
	5%	5%	5%	5.00%	23%	23%	23%	23.00%	2%	2%	2%	2.00%	4%	4%	4%	4.00%	34.00%

Joana Filipa de Sousa Pereira	Experience in cancer models. No experience in drug delivery to the brain or organ-on-a-chip models.	Experience in cancer models. No experience in drug delivery to the brain or organ-on-a-chip models.	Experience in cancer models. No experience in drug delivery to the brain or organ-on-a-chip models.	Justification	PhD in biochemistry. Experience in confocal and fluorescent imaging. Co-cultures and 3D models of cancer (colon).	PhD in biochemistry. Experience in confocal and fluorescent imaging. Co-cultures and 3D models of cancer (colon).	PhD in biochemistry. Experience in confocal and fluorescent imaging. Co-cultures and 3D models of cancer (colon).	Justification	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Low interest and motivation in the project, with little reference to how can contribute to development of proposed work plan. Prior experience does not fit in the workplan.	Justification	Good command of written English	Good command of written English	Good command of written English	Justification	
	5%	5%	5%	5.00%	20%	20%	20%	20.00%	4%	4%	4%	4.00%	5%	5%	5%	5.00%	34.00%
Margarida Barroso	Experience in 3D models. No experience in drug delivery to the brain or organ-on-a-chip models.	Experience in 3D models. No experience in drug delivery to the brain or organ-on-a-chip models.	Experience in 3D models. No experience in drug delivery to the brain or organ-on-a-chip models.	Justification	PhD Molecular Biology and Medicine. Extensive expertise in cell culture, 3D cell cultures, animal models, microscopy, molecular biology methods, flow cytometry.	PhD Molecular Biology and Medicine. Extensive expertise in cell culture, 3D cell cultures, animal models, microscopy, molecular biology methods, flow cytometry.	PhD Molecular Biology and Medicine. Extensive expertise in cell culture, 3D cell cultures, animal models, microscopy, molecular biology methods, flow cytometry.	Justification	Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Justification	Good command of written English	Good command of written English	Good command of written English	Justification	