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Jury Meeting Minute
Postdoctoral Researcher position
Reference IMM/CT/11-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Postdoctoral Researcher to join the Physical Biochemistry of Drugs & Targets Laboratory coordinated by Prof. Miguel Castanho, under the research project "*The BioPlaTTAR Platform for the Tailored and Rapid Development of Antiviral Biopharmaceuticals*" (HR22-00722), funded by "La Caixa" Banking Foundation.

The job advert was published in EURAXESS Portugal on 5th of February 2024 and also disseminated in iMM website and social network.

The call was opened from 6th of February until 18th of March 2024, having applied the following candidates (by alphabetic order):

- Asma Ressaissi
- Carla Martins
- Carolina Vaso
- Elena Kalita
- Hamid Bahrami
- Marta Pires de Miranda
- Mayra Alejandra Castañeda Cataña
- Sana Bashir
- Victoria Helena Navas Gil

The candidate Hamid Bahrami was excluded because he did not submit all required documents.

On the 16 of April 2024, the jury composed by Miguel Castanho, Ana Salomé Veiga and Maria João Amorim met to analyze the application documents (Motivation Letter in English, Detailed CV, PhD degree certificate and contact of 2 references).

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

1st Phase: Curricular evaluation (70%) 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:

- a) Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);*
- b) 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:

- a) Motivation and interest for the activities to be performed (5%);*
- b) Written domain of the English language (5%).*

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

The jury will select for the interview 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.

Interview (20%)

2 applicants obtained at least 40% in First phase and were invited for an interview. The applicants are identified below.

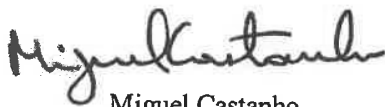
- Marta Pires de Miranda
- Mayra Alejandra Castañeda Cataña

The interview took place on 2nd of May 2024 and the jury considered the following criteria:

- Communication skills (5%);
- Motivation and interest (5%);
- Research experience and technical knowledge (10%).

At this stage, the candidate with the highest classification will be the one selected for the position.

Lisbon, 14th of May of 2024



Miguel Castanho



Ana Salomé Veiga



Maria João Amorim

EVALUATION TABLE: ANNEX I - REFERENCE IMM/CT/11-2024

Candidate	Curricular Evaluation (70%)		Motivation Letter (10%)		Total	Justification
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%)	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 domain of the English language (5%)		
Asma Ressaissi	5	15	1	5	26	The candidate has a PhD degree in Biology obtained at more than 3 years (a penalty was applied for that reason). The candidate executed and published scientific work but not on areas related to the project. The candidate has experience in mammalian cell culture and molecular biology techniques, but has no evidence of relevant experience and knowledge in the area of the proposed work plan. The motivation and interest for the project and activities to be performed are not clearly and convincingly presented. Good domain of the english language.
Carla Martins	5	15	1	5	26	The candidate has a PhD degree in Environment and Sustainability obtained at less than 3 years. The candidate executed and published scientific work but not on areas not related to the project. The candidate has experience in molecular biology techniques, assays with human cells, and a license to work with animal models, but has no evidence of relevant experience and knowledge in the area of the proposed work plan. The motivation and interest for the project and activities to be performed are not clearly and convincingly presented. Good domain of the english language.
Carolina Vaso	5	20	1	5	31	The candidate has a PhD degree in Sciences obtained at less than 3 years. The candidate executed and published scientific work but on areas not related to the work plan project. The candidate has experience in mammalian cell culture and molecular biology techniques as well as on testing the activity of antimicrobials, but has no evidence of relevant experience and knowledge in the area of the proposed work plan. The motivation and interest for the project and activities to be performed are not clearly and convincingly presented. Good domain of the english language.
Elena Kalita	2	10	3	5	20	The candidate has a PhD degree in Organic Chemistry obtained at less than 3 years. The candidate executed and published scientific work mainly on areas not related to the project. The candidate has experience on design and synthesis of compounds with potential antimicrobial applications, mammalian cell culture and molecular biology techniques, but has no evidence of relevant experience and knowledge in the area of the proposed work plan. The candidate reveals some motivation and interest for the activities to be performed. Good domain of the english language.
Marta Pires de Miranda	8	50	4	5	67	The candidate has a PhD degree in Virology obtained at more than 3 years (a penalty was applied for that reason). The candidate executed and published scientific work on areas related to the project. The candidate has very relevant experience and knowledge for the work plan, namely: molecular biology techniques; mammalian tissue culture required for virus propagation, quantification and infectivity assays; license for experimental use of animals in research granted by DGAU (FELASA cat. B) with experience in mouse models of viral infections. The motivation letter demonstrates the motivation and interest for the activities to be performed. Good domain of the english language.
Mayra Alejandra Castañeda Cataña	6	35	4	5	50	The candidate has a PhD degree in Biological Chemistry obtained at less than 3 years. The candidate executed and published scientific work on areas related to the project. The candidate has relevant experience and knowledge in the area of the proposed work plan, namely: virus production, antiviral assays, cytotoxicity assays, experience in a BSL2+ laboratory; cellular and molecular biology. The motivation letter demonstrates interest for the project and activities to be performed. Good domain of the english language.
Sana Bashir	2	20	4	5	31	The candidate has a PhD degree in Biochemistry and Molecular Biology obtained at less than 3 years. The candidate executed and published scientific work in plant virology. The candidate has experience in cellular and molecular biology techniques, and viral infectivity assays, but has no evidence of relevant experience and knowledge in the area of the proposed work plan. The candidate reveals motivation for the project and activities to be performed. Good domain of the english language.
Victoria Helena Navas Gil	2	20	2	5	29	The candidate has a PhD degree in Science obtained at more than 3 years (a penalty was applied for that reason). The candidate executed and published scientific work on areas related to the project but not as first author. The candidate has some experience in the area of the proposed work plan, namely, molecular biology techniques, including SARS-CoV-2 manipulation through molecular diagnosis. The motivation and interest for the project and activities to be performed are not clearly presented. Good domain of the english language.

ANEXO I

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EVALUATION TABLE: ANNEX II - REFERENCE IMM/CT/11-2024

Candidate	Total ANNEX I	Interview (20%)			Total ANNEX II	Justification	Total ANNEX I + ANNEX II
		Communication skills (5%)	Motivation and interest (5%)	Research experience and technical knowledge (10%)			
Marta Pires de Miranda	67	4	5	10	19	The candidate revealed good communication skills. The candidate showed motivation and interest to the project to be developed. In addition, the candidate demonstrated knowledge about the research carried out at the host labs. The candidate demonstrated excellent technical knowledge for the activities to be executed as well as relevant research experience on the areas related to the work plan.	86
Mayra Alejandra Castañeda Cataña	50	4	5	5	14	The candidate revealed good communication skills. The candidate showed motivation and interest to the project to be developed. The candidate demonstrated good technical knowledge and research experience on some areas related to the work plan but has no experience working with animal models.	64

Final Jury Meeting Minute

IMM/CT/11-2024

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 1st Marta Pires de Miranda, 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.

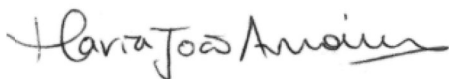
Lisbon, 5th of June 2024



Miguel Castanho

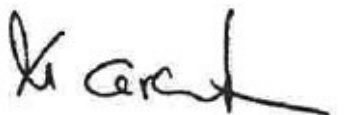


Ana Salomé Veiga

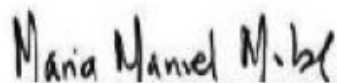


Maria João Amorim

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President



Professor Maria M. Mota
Executive Director

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

Ranking	Name	Final Score
1	Marta Pires de Miranda	86
2	Mayra Alejandra Castañeda Cataña	64
3	Carolina Vaso and Sana Bashir	31
4	Victoria Helena Gil	29
5	Asma Ressaissi and Carla Martins	26
6	Elena Kalita	20