Final Jury Meeting Minute
Head of Data Sciences and Artificial Intelligence
Reference IMM/CT/31-2024

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire 1 (one) Head of Data Sciences and Artificial Intelligence 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 15th of March 2024 and also disseminated in iMM website.

The call was opened from **the 18th of March until 30th of April 2024** (30 working days), having applied the following candidates:

- Daniel Felício Silva

On the 6th of May of 2024, the jury composed by Edgar Gomes (President of the Jury), José Rino and Nuno Morais (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) in accordance with 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:
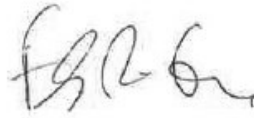
Curriculum Analysis (70%) and Motivation Letter (30%)

✓ 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) Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);
b) Work 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** 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 sole admitted candidate´s classification in the sole phase of current process are presented in the table of Annex I.

Following the evaluation, the jury decides to waive the preliminary hearing period and decides to select the only candidate for the position.

Lisbon, 2nd of May 2024

Edgar Gomes
(President of the Jury)

José Rino

Nuno Morais

Validation by the Heads of the Institution

Professor Bruno Silva-Santos
Vice President

Professor Maria M. Mota
Executive Director

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/31-2024

Applicants	Curricular Analysis (70%)								Motivation Letter (30%)								Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%)				Work 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 (20%)				Written communication in English language (10%)				
Name of Jury	Edgar Gomes	José Rino	Nuno Morais	Average	Edgar Gomes	José Rino	Nuno Morais	Average	Edgar Gomes	José Rino	Nuno Morais	Average	Edgar Gomes	José Rino	Nuno Morais	Average	
	7%	9%	8%	8,00%	58%	57%	56%	57,00%	18%	17%	19%	18,00%	10,00%	10,00%	10,00%	10,00%	93,00%
Daniel Felício Silva	Good scientific CV bridging ML and biomedical research, given IT background.	Excellent aearly-career combination of AI and translational research.	Surprising high level of experience in biomedical research for a data science expert.		Outstanding breadth of experience, covering all the main skills required for the position.	CV and motivation letter demonstrate knowledge and experience in all the important areas associated with the activities to be performed.	Rare combination of experience in IT, data science, project and HR management, very suitable for the position.	Justification	Clear understanding of what the position is about and very good demonstration of why he is a good fit.	Very good demonstration of interest and competence for the range of activities the position entails.	Very high motivation, with extremely clear demonstration between experience and objectives of the position.	Justification	Professional proficiency	Professional proficiency	Professional proficiency	Justification	