Jury Meeting Minute
Call for a Researcher with PhD
Reference IMM/CT/30-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Researcher with PhD, correspondent to the initial level according to the Applicable Regulation, under an Unfixed-term contract within the research project *2022.04903.PTDC* - *"Modulation of human antibody responses by T follicular helper subsets"* funded by National Funds.

The job advert was published in EURAXESS Portugal on 14th of March 2024 and also disseminated in iMM website.

The call was opened from 15th of March 2024 until 29th of April 2024, having applied the following candidates:

- Aberham Abere Alemayehu

- Ana Rita Sousa

- Asma Ressaissi

- Cláudia Bessa

- David Tomaz

- Filipa Ribeiro

- Marvin Oketch

- Mebratu Tamir

- Mulualem Lemma Kebede

The applicants Aberham Abere Alemayehu, Mebratu Tamir and Mulualem Lemma Kebede were excluded because they do not hold the PhD degree as required in the job ad.

On the 2nd of May of 2024, the jury composed by Luís Graça (President of the Jury and Responsible for the Project), Diana Matias and Miguel Santos (all PhDs), met to analyze the application documents (Motivation Letter in English, Detailed CV, PhD Certificate, name and contact details of 2 people able to provide a reference letter and other documents that applicant may consider to be relevant to prove the scientific course (Optional)).

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

First phase: Curriculum Analysis (50%) and Motivation Letter (40%)

- ✓ **Curriculum Vitae Analysis (50%)** – It was 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 (30%).

✓ Motivation Letter (40%) - The analysis of the Letter of motivation intended to evaluate the following criteria:
- The motivation and interest for the activities to be performed (30%);
- Written communication in English (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.

Second phase: Interview (10%)

Following the 1st Phase evaluation, 1 applicant scored at least 80% and was invited for an Interview. The interview took place on 6 of May 2024. The applicant is identified below:

- Filipa Ribeiro

The interview phase intended to evaluate the following criteria:
- Technical and scientific capacities (10%).

The analysis and discrimination of the admitted candidates' classification in the Second Phase and total score in both Phases of current process are presented in the table of Annex II attached to this minute.

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

Lisbon, 6th of May of 2024

Luís Graça
President of the Jury and Responsible for the Project)

Diana Matias

Miguel Santos

Validation by the Heads of the Institution

Professor Bruno Silva-Santos
Vice President

Professor Maria M. Mota
Executive Director

Applicants	Curriculum Analysis (50%)								Motivation Letter (40%)								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 (30%)				Motivation and interest for the activities to be performed (30%)				Written communication in English (10%)				
Name of Jury	Luís Graça	Diana Matias	Miguel Santos	Average	Luís Graça	Diana Matias	Miguel Santos	Average	Luís Graça	Diana Matias	Miguel Santos	Average	Luís Graça	Diana Matias	Miguel Santos	Average	
Ana Rita Sousa	10,00%	12,00%	12,00%	11,33%	10,00%	12,00%	10,00%	10,67%	15,00%	15,00%	15,00%	15,00%	10%	10%	10%	10,00%	47,00%
Justification	Publications relevant in immunology and cancer, but none directly related to the project's field.	Good publication record, but not directly related to the project's field.	Good publication record, but not directly related to the project's field.		The candidate did not present sufficient skills that align with the project's scope, for instance, lacks sufficient skills or has not adequately mentioned experience in working with animal models and transcriptomics.	The candidate has not shown enough expertise in skills which are essential for the project, such as nimal models and transcriptomics.	The candidate did not present sufficient skills that align with the project's scope, for instance, lacks sufficient skills or has not adequately mentioned experience in working with animal models and transcriptomics.		The candidate has not demonstrated sufficient motivation to pursue the goals of the project.	The candidate has not demonstrated sufficient motivation to pursue the goals of the project.	The candidate has not demonstrated sufficient motivation to pursue the goals of the project.		The candidate possesses strong written English skills.	The candidate possesses strong written English skills.	The candidate possesses strong written English skills.		
Asma Ressaissi	10,00%	12,00%	10,00%	10,67%	10,00%	10,00%	12,00%	10,67%	15,00%	15,00%	18,00%	16,00%	10%	10%	10%	10,00%	47,33%
Justification	Publications in cancer and phamacology field, but none directly related to the project's field.	Good publication record, but not directly related to the project's field.	Publications in cancer and phamacology field, but none directly related to the project's field.		The candidate did not present sufficient skills that align with the project's scope, for instance, lacks sufficient skills or has not adequately mentioned experience in working with animal models, primary human cells and transcriptomics.	The candidate did not present sufficient skills that align with the project's scope, for instance, lacks sufficient skills or has not adequately mentioned experience in working with animal models, primary human cells and transcriptomics.	The candidate has not shown enough expertise in skills which are essential for the project, such as animal models and transcriptomics.		The candidate has not demonstrated sufficient motivation to pursue the goals of the project.	The candidate has not demonstrated sufficient motivation to pursue the goals of the project.	Good motivation letter but not tailored to the proposed project. No evidence of experience in single-cell transcriptomics or animal models		The candidate possesses strong written English skills.	The candidate possesses strong written English skills.	The candidate possesses strong written English skills.		
Cláudia Bessa	15,00%	15,00%	15,00%	15,00%	20,00%	20,00%	20,00%	20,00%	20,00%	20,00%	20,00%	20,00%	10,00%	10,00%	10,00%	10,00%	65,00%
Justification	Strong publication record; however, these publications are not aligned with the project's scope.	Strong publication record; however, these publications are not aligned with the project's scope.	Strong publication record; however, these publications are not aligned with the project's scope.		The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.	The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.	The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.		Good motivation letter, but does not illustrate experience in single-cell RNAseq, which is critical for the project.	Good motivation letter, but does not illustrate experience in single-cell RNAseq, which is critical for the project.	Good motivation letter, but does not illustrate experience in single-cell RNAseq, which is critical for the project.		The candidate possesses strong written English skills.	The candidate possesses strong written English skills.	The candidate possesses strong written English skills.		
David Tomaz	7,00%	7,00%	7,00%	7,00%	20,00%	20,00%	18,00%	19,33%	30,00%	30,00%	30,00%	30,00%	10,00%	10,00%	10,00%	10,00%	66,33%
Justification	Few recent publications as a lead author with a significant impact in the field of the project.	Few recent publications as a lead author with a significant impact in the field of the project.	Few recent publications as a lead author with a significant impact in the field of the project.		The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.	The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.	The candidate has not shown enough expertise in skills which are essential for the project, such as single-cell transcriptomics.		The candidate has shown to be highly motivated to pursue the goals of the project.	The candidate has shown to be highly motivated to pursue the goals of the project.	The candidate has shown to be highly motivated to pursue the goals of the project.		The candidate possesses strong written English skills.	The candidate possesses strong written English skills.	The candidate possesses strong written English skills.		
Filipa Ribeiro	18,00%	18,00%	18,00%	18,00%	30,00%	30,00%	30,00%	30,00%	30,00%	30,00%	30,00%	30,00%	10,00%	10,00%	10,00%	10,00%	88,00%
Justification	Strong publications in immunology directly related to the project's field.	Strong publications in immunology directly related to the project's field.	Strong publications in immunology directly related to the project's field.		The candidate possesses all the skills necessary to successfully achieve the project goals.	The candidate possesses all the skills necessary to successfully achieve the project goals.	The candidate possesses all the skills necessary to successfully achieve the project goals.		The candidate has shown to be highly motivated to pursue the goals of the project.	The candidate has shown to be highly motivated to pursue the goals of the project.	The candidate has shown to be highly motivated to pursue the goals of the project.		The candidate possesses strong written English skills.	The candidate possesses strong written English skills.	The candidate possesses strong written English skills.		
Marvin Oketch	5,00%	5,00%	5,00%	5,00%	20,00%	20,00%	20,00%	20,00%	20,00%	20,00%	20,00%	20,00%	10,00%	10,00%	10,00%	10,00%	55,00%
Justification	Few publications in immunology or directly related to the project's field.	Few publications in immunology or directly related to the project's field.	Few publications in immunology or directly related to the project's field.		The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.	The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.	The candidate possesses most of the skills necessary to successfully achieve the project goals. However, didn't provide specific details on experience with single-cell transcriptomics analysis, a key aspect of the project.		Good motivation letter, but does not illustrate experience in single-cell RNAseq, which is critical for the project.	Good motivation letter, but does not illustrate experience in single-cell RNAseq, which is critical for the project.	Good motivation letter, but does not illustrate experience in single-cell RNAseq, which is critical for the project.		The candidate possesses strong written English skills.	The candidate possesses strong written English skills.	The candidate possesses strong written English skills.		

ANNEX II - Employment Contract - Ref. IMM/CT/30-2024

Applicants	Interview (10%)				Total ANNEX II	Total ANNEX I + ANNEX II
	Technical and scientific capacities					
Name of Jury	**Luís Graça**	**Diana Matias**	**Miguel Santos**	**Average**		
	10%	10%	10%	10,00%	10,00%	98,00%
Filipa Ribeiro	The candidate is highly motivated, has all the skills and expertise needed to achieve the project's goals	The candidate is highly motivated, has all the skills and expertise needed to achieve the project's goals	The candidate is highly motivated, has all the skills and expertise needed to achieve the project's goals	Justification		

Final Jury Meeting Minute
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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 Filipa Ribeiro, 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, 23rd of May 2024

Luís Graça
(President of the Jury and Responsible for the Project)

Diana Matias

Miguel 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	Filipa Ribeiro	98
2	David Tomaz	66,33
3	Cláudia Bessa	65
4	Marcin Oketch	55
5	Asma Ressaissi	47,33
6	Ana Rita Sousa	47