

## Jury Meeting Minute

Lab Technician - Reference IMM/CT/36-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Lab Technician to join the Chemical Biology Translational Laboratory coordinated by Gonçalo Bernardes, under the research project "*Antimalarial decoys: an innovative protein decoy strategy to prevent and treat malaria*" (LA CAIXA - HR23-00499 – GENEPLISS), funded by "La Caixa" Banking Foundation.

The job advert was published in EURAXESS Portugal on 9<sup>th</sup> of April of 2024 and also disseminated in iMM website.

The call was opened from 10<sup>th</sup> of April until 3<sup>rd</sup> of May 2024, having applied the following candidates:

- |                                     |                               |
|-------------------------------------|-------------------------------|
| - Aberham Abere Alemayehu           | - Ghazanfar Ali               |
| - Ana Catarina Dias                 | - Hamza Rafique               |
| - Asma Ressaissi                    | - Inês Santos                 |
| - Awoke Minwuyelet Ayale            | - Ivo Cruz                    |
| - Bárbara Rodrigues                 | - Madalena Jabouille          |
| - Bruno Monteiro                    | - Maria Inês Nunes dos Santos |
| - Camila Zabala                     | - Mariana Pereira             |
| - Carlota Tavares Marcos            | - Maura Lourenço              |
| - Daniel Florindo dos Santos Pinto  | - Muhammad Jahangir Khan      |
| - Débora Cruz                       | - Oluwasegun Adedokun         |
| - Fiza Saleem                       | - Pedro Bulcão                |
| - Frederico Santos de Mello do Rego | - Tomás Mateus                |

The applicants Madalena Jabouille was excluded because she did **not submit all the required documents in the job ad and she was informed of that.**

On the 14<sup>th</sup> of May of 2024, the jury composed by Maria Rebelo (President of the Jury), Ana Guerreiro and Gonçalo Bernardes, met to analyze the application documents (Motivation Letter in English, Detailed CV, BSc and/or MSc degree certificate and contacts of 2 references).

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

### **1st Phase: Curricular evaluation (50%) and Motivation Letter (10%)**

- ✓ Based on the Curriculum, it was evaluated the following criteria:
  - a) Bachelor's and/or Master's degree in a relevant area, such as biology, biomedical sciences, or related disciplines (5%);

- b) Experience in laboratory practices and knowledge of laboratory techniques (35%);
  - c) Proficiency in the use of laboratory equipment and basic troubleshooting (5%);
  - d) Good organizational skills for maintaining laboratory stocks (5%).
- ✓ Based on the Motivation Letter, it was evaluated the following criteria:
- a) Motivation and interest for the activities to be performed (6%);
  - b) Good command of the English language (2%) (2%);
  - c) Teamwork and communication skills (2%).

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.

## **2<sup>nd</sup> Phase: Interview (40%)**

Following the 1<sup>st</sup> Phase evaluation, 6 applicants scored at least 50% and were invited for an interview.

The applicants are identified below and the interviews took place on 23<sup>rd</sup> of May 2024.

- Ana Catarina Dias
- Awoke Minwuyelet Ayale
- Carlota Tavares Marcos
- Inês Margarida Chaves Santos
- Pedro Bulcão
- Tomás Mateus

The candidate Carlota Tavares Marcos did not reply to the interview invitation. Thus, no interview with this candidate was performed.

The interview intended to evaluate the following criteria:

- a) Interest for the specific project and tasks (10%);
- b) Strong Team work, excellent leadership and communication skills (8%);
- c) Oral communication in English language (5%);
- d) Attention to detail, ability to follow protocols precisely and record experimental data accurately (10%);
- e) Good organizational skills for maintaining laboratory stocks and laboratory equipment and troubleshooting (5%);
- f) Immediate availability (2%).

The analysis and discrimination of the admitted candidates' classification in the Second Phase and total classification 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, 28<sup>th</sup> of May of 2024**



Maria Rebelo  
(President of the Jury)

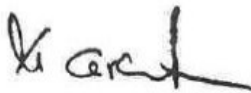


Ana Maria Guerreiro



Gonçalo Bernardes

**Validation by the Heads of the Institution**



Professor M. Carmo-Fonseca  
President



Professor Maria M. Mota  
Executive Director

EVALUATION TABLE: ANNEX I - REFERENCE IMM/CT/36-2024

Candidate	Curricular Evaluation (50%)				Motivation Letter (10%)			Total	Justification
	Bachelor's and/or Master's degree in a relevant area, such as biology, biomedical sciences, or related disciplines (5%)	Experience in laboratory practices and knowledge of laboratory techniques (35%)	Proficiency in the use of laboratory equipment and basic troubleshooting (5%)	Good organizational skills for maintaining laboratory stocks (5%)	Motivation and Interest for the activities to be performed (6%)	Good command of the English language (2%)	Teamwork and communication skills (2%)		
Aberham Abere Alemayehu	5,00	25,00	5,00	5,00	0,00	2,00	2,00	44,00	The candidate has a relevant degree, experience with relevant lab techniques for the project (mol bio, parasitology, Flow cytometry, basic microscopy). No experience with mammalian cell culture. Did not demonstrate a clear interest for the project.
Ana Catarina Dias	5,00	27,50	5,00	5,00	5,00	2,00	2,00	51,50	The candidate has a relevant degree, experience with relevant lab techniques for the project, including cell culture, microbiology, mol bio and microscopy. No experience with flow cytometry. Demonstrated interest for the project and activities to be performed.
Asma Ressaissi	5,00	20,00	5,00	5,00	0,00	2,00	2,00	39,00	The candidate has a relevant degree, experience with relevant lab techniques for the project (mol bio and cell culture). No experience with flow cytometry or microscopy. Did not demonstrate a clear interest for the project.
Awoko Minwuyele Ayale	5,00	35,00	5,00	5,00	3,00	2,00	2,00	57,00	The candidate has a relevant degree, experience with relevant lab techniques for the project, including cell culture, parasitology, flow cytometry, microscopy, mol bio and animal work. Demonstrated interest for the project and activities to be performed.
Bárbara Rodrigues	5,00	20,00	5,00	2,50	5,00	2,00	2,00	41,50	The candidate has a relevant degree, experience with relevant lab techniques for the project, mainly in molecular biology and some microbiology. No experience with microscopy, flow cytometry and cell culture. Interest demonstrated for the project.
Bruno Monteiro	5,00	25,00	5,00	5,00	3,00	2,00	2,00	47,00	The candidate has a relevant degree, experience with relevant lab techniques for the project, including microscopy and cell culture. No experience with flow cytometry or microbiology. Interest demonstrated for the position but not specifically for the project.
Camila Zabela	5,00	15,00	2,50	5,00	0,00	2,00	5,00	34,50	The candidate has a relevant degree, some experience with infectious diseases. No experience with cell culture, microscopy, flow cytometry or mol bio. Interest demonstrated for the position but not specifically for the project.
Carlota Tavares Marcos	5,00	30,00	5,00	5,00	3,00	2,00	2,00	52,00	The candidate has a relevant degree, experience with relevant lab techniques for the project, including cell culture, mol bio, microscopy and cytometry, some interest demonstrated for the specific project.
Daniél Florindo dos Santos Pinto	5,00	15,00	2,50	2,50	4,00	2,00	1,00	32,00	The candidate sent a very short CV, that does not indicate the laboratory techniques he is experienced at, nor the proficiency in the use of lab equipments or laboratory maintenance. Demonstrates interest for the specific project and tasks.
Débora Cruz	5,00	15,00	5,00	2,50	5,00	2,00	2,00	36,50	The candidate sent a very short CV, that does not indicate the laboratory techniques she is experienced at. Demonstrates some interest for the project.
Fiza Saleem	4,00	15,00	5,00	5,00	3,00	2,00	2,00	36,00	The candidate has experience with relevant lab techniques in the context of clinical analysis. No experience in the context of Research. Interest demonstrated for the position but not specifically for the project.
Frederico Santos de Hello do Rego	5,00	20,00	5,00	5,00	3,00	2,00	2,00	42,00	The candidate has a relevant degree, experience with some lab techniques relevant for the project (cell culture, mol bio and microbiology). No experience with flow cytometry and microscopy. Interest demonstrated for the position but not specifically for the project.
Ghazanfar Ali	4,00	20,00	5,00	5,00	3,00	2,00	2,00	41,00	The candidate has experience with some lab techniques mainly in the context of clinical analysis. Experience with flow cytometry and cell culture; no experience with microscopy and microbiology. Interest demonstrated for the position but not specifically for the project.
Hamza Rafique	4,00	15,00	5,00	5,00	4,00	2,00	2,00	37,00	The candidate has experience with relevant lab techniques mainly in the context of clinical analysis. No experience with flow cytometry, cell culture or microbiology. Some interest demonstrated for the specific project.
Inês Margarida Chaves Santos	5,00	30,00	5,00	5,00	3,00	2,00	2,00	52,00	The candidate has a relevant degree, experience with relevant lab techniques for the project, including molecular biology, microscopy, cytometry and microbiology. Interest demonstrated for the position not much for the specific project.
Ivo Cruz	5,00	20,00	5,00	4,00	3,00	2,00	2,00	41,00	Experience with cell culture and flow cytometry. No experience with microscopy, microbiology and mol bio. Main research interests for neuroscience and programming. No demonstrated motivation for the specific project.
María Inês Nunes dos Santos	5,00	30,00	5,00	2,50	2,00	2,00	1,00	47,50	Experience with cell culture, microbiology, mol biology and animal handling. No experience with microscopy. No demonstrated interest for the group or the project.
Mariana Pereira	5,00	20,00	2,50	5,00	6,00	2,00	2,00	42,50	Experience with cell culture and mol biology. No experience with microscopy, flow cytometry or microbiology. Interest demonstrated for the specific project and tasks.
Maura Lourenço	4,00	15,00	2,50	5,00	6,00	2,00	2,00	36,50	Experience with microbiology. No experience with mol bio, cytometry, microscopy or cell culture. Veterinary background, not a research background. Interest demonstrated for the specific project and tasks.
Muhammad Jahangir Khan	4,00	15,00	2,50	5,00	5,00	2,00	2,00	35,50	Experience with microbiology in the context of clinical diagnosis. No experience with Research. mol bio, cytometry, microscopy or cell culture. Interest demonstrated for the specific project.
Oluwasagun Adedokun	5,00	15,00	5,00	5,00	0,00	2,00	2,00	34,00	Background mainly in chemistry. Some experience with cell culture and animal handling. No experience with microbiology, cytometry, microscopy or mol bio. No interest demonstrated for the specific project.
Pedro Bulcão	5,00	30,00	5,00	5,00	5,00	2,00	2,00	54,00	Experience with microscopy, microbiology, cell culture and mol bio. No experience with cytometry. Interest demonstrated for the specific project.
Tomás Mateus	5,00	30,00	5,00	5,00	3,00	2,00	2,00	52,00	Experience with microscopy, microbiology, cell culture, mol bio, animal handling and cytometry. Interest demonstrated for the position.

EVALUATION TABLE: ANNEX II - REFERENCE IMM/CT/36-2024

Candidate	Total ANNEX I	Interview (40%)						Total ANNEX II	Justification	Total ANNEX I + ANNEX II
		Interest for the specific project and tasks (10%)	Strong Team work, excellent leadership and communication skills (8%)	Oral communication in English language (5%)	Attention to detail, ability to follow protocols precisely and record experimental data accurately (10%)	Good organizational skills for maintaining laboratory stocks and laboratory equipment and troubleshooting (5%)	Immediate availability (2%)			
Ana Catarina Dias	51,50	10,00	8,00	4,00	9,00	5,00	2,00	38,00	The candidate clearly demonstrated interest for the project, showed innovative/critical thinking, proved to be independent when performing bench work and demonstrated interest for the follow up of the project, evidencing strong analytical and problem-solving skills.	89,50
Awoke Minwuyelet Ayale	57,00	7,00	6,00	3,00	8,00	5,00	2,00	31,00	The candidate demonstrated interest for the project and relevant experience, but did not sufficiently demonstrate innovative or critical thinking and did not display strong communication skills.	88,00
Inês Santos	52,00	0,00	5,00	3,00	10,00	5,00	2,00	25,00	The candidate did not show particular interest for this project, currently looking to return to Research after a period working in clinical analysis. Experience in the context of research is limited.	77,00
Pedro Bulcão	54,00	7,00	6,00	5,00	8,00	4,00	2,00	32,00	The candidate demonstrated some interest for the project, however didn't proved to be fairly independent performing bench work and didn't sufficiently demonstrate innovative or critical thinking regarding the project.	86,00
Tomás Mateus	52,00	6,00	8,00	5,00	9,00	5,00	2,00	35,00	The candidate has a relevant experience for the project, and proved to be able to work independently on the bench. However the candidate did not sufficiently demonstrate the level of interest and commitment to the project.	87,00

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## Final Jury Meeting Minute IMM/CT/36-2024

During the preliminary hearing period of 10 working days, more precisely on 31<sup>st</sup> of May 2024 the candidate Pedro Bulcão asked for some feedback for the causes of his rejection in order to improve his profile. The candidate's email is transcribed below:

*Dear HR Office,*

*Thank you for considering my application. I would like to know if it was possible to get some feedback for the causes of my rejection in order to improve my profile.  
I keep in touch with your job positions on the website.*

*Best regards  
Pedro*

On the 3<sup>rd</sup> of June the HR Office, on behalf of the jury, replied the following:

*Dear Pedro,*

*Thank you for your email which is already known to the jury.*

*The preliminary hearing period is currently ongoing. After that a final jury meeting minute will be published which will also reflect your email and the jury's response.*

*Best regards,*

Thus, the jury replies the following to the candidate's feedback request:

*Dear Pedro,*

*We would like to thank you for your interest in the position with our team. We are more than happy to provide some feedback and assure you that this decision should not discourage you.*

*Your resume is good, showcasing significant knowledge and mastery of techniques relevant to biomedical research. Regarding the interview, we were pleased with your performance. Your good communication skills in English and proactivity attitude were commendable. You demonstrated good values and principles. The only aspect for improvement we noticed was the absence of questions from your side. When given the opportunity to ask questions, it is beneficial to do so, either to clarify any uncertainties or to show further interest in the project or the position.*

*Despite this outcome, we are confident that other opportunities will come your way. The key is to remain persistent and motivated.*

*Wishing you the best of luck in your future endeavors.*

*Sincerely,  
Maria*

No more candidates pronounced about the process and 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> Ana Catarina Dias, 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, 17<sup>th</sup> of June 2024**



**Maria Rebelo**  
(President of the Jury)



**Ana Maria Guerreiro**

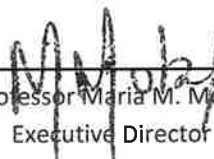


**Gonçalo Bernardes**

**Validation by the Heads of the Institution**



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**Professor M. Carmo-Fonseca**  
President



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**Professor Maria M. Mota**  
Executive Director

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

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Ranking	Name	Final Score
1	Ana Catarina Dias	89,50
2	Awoke Minwuyelet Ayale	88,00
3	Tomás Mateus	87,00
4	Pedro Bulcão	86,00
5	Inês Santos	77,00
6	Carlota Tavares Marcos	52,00
7	Maria Inês Nunes dos Santos	47,50
8	Bruno Monteiro	47,00
9	Aberham Abere Alemayehu	44,00
10	Mariana Pereira	42,50
11	Frederico Santos de Mello do Rego	42,00
12	Bárbara Rodrigues	41,50
13	Ghazanfar Ali and Ivo Cruz	41,00
14	Asma Ressaissi	39,00
15	Hamza Rafique	37,00
16	Débora Cruz and Maura Lourenço	36,50
17	Fiza Saleem	36,00
18	Muhammad Jahangir Khan	35,50
19	Camila Zabala	34,50
20	Oluwasegun Adedokun	34,00
21	Daniel Florindo dos Santos Pinto	32,00



