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Jury Meeting Minute
Call for a Laboratory Technician
Reference IMM/CT/53-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Laboratory Technician, under an Unfixed-term contract within the research project *“RNA Processing for anticancer immunotherapy”* (HORIZON-HLTH-2021-TOOL-06 – CANCERNA – Project 101057250) funded by European Commission.

The job advert was published in EURAXESS Portugal on 7th of June 2024 and also disseminated in iMM website. The call was opened from 11th of June 2024 until 28th of June 2024, having applied the following candidates:

- Amrutavarshini Suhrud Joshi
- Ana Rita Mendes
- Cláudia Pinto
- Cristina Coelho
- Djanira do Nascimento
- Uldana Dildabayeva
- Frederico Rego
- Mariana Pereira
- Rita Tomás


The applicant Uldana Dildabayeva was excluded because she didn't hold the MSc degree as required in the job ad.

On the 15th of July of 2024, the jury composed by Maria Carmo-Fonseca (President of the Jury), Noélia Custódio and Joana Desterro (all PhD's), met to analyze the application documents (Motivation Letter in English, Detailed CV, MSc Certificate, 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%)

Curriculum Vitae Analysis (50%) – It was analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely:

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- Relevance of scientific publications (including the Master thesis) to the work plan of this project (10%);
 - Practical experience in culture and characterization of human cells (20%);
 - Practical experience in molecular biology techniques, flow cytometry and gene expression analysis (20%).

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 (50%)

Following the 1st Phase evaluation, 4 applicant(s) scored at least 35% and were invited for an Interview. The interview took place on 22nd July 2024. The applicants are identified below:

- Cláudia Pinto
- Frederico Rego
- Mariana Pereira
- Rita Tomás

The interview phase intended to evaluate the following criteria:

- Motivation for the project and alignment with professional goals (10%);
- Ability to adapt professional experience to the position being offered (20%);
- Critical thinking and ability to express and argue ideas (20%).

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, 25th of July of 2024

Maria Carmo Fonseca

Maria Carmo Fonseca
(President of the Jury and Responsible for the Project)

Noélia Custódio

Noélia Custódio

Joana Desterro

Joana Desterro

Validation by the Heads of the Institution

BSS

Professor Bruno Silva-Santos
Vice President

M. Mota

Professor Maria M. Mota
Executive Director

ANNEX I - Employment Contract - Ref. IMM/CT/53-2024

Applicants	Curriculum Analysis (50%)										Total ANNEX I					
	Relevance of scientific publications (including the Master thesis) to the work plan of this project (10%)					Practical experience in culture and characterization of human cells (20%)						Practical experience in molecular biology techniques, flow cytometry and gene expression analysis (20%)				
	Maria Carmo-Fonseca	Neelita Custodio	Josina Bastiero	Average	Maria Carmo-Fonseca	Neelita Custodio	Josina Bastiero	Average	Maria Carmo-Fonseca	Neelita Custodio		Josina Bastiero	Average			
Amrutavarsini Suhud Joshi	5%	5%	5%	5,00%	15%	15%	15%	15,00%	10%	10%	10%	10,00%	30,00%			
Ana Rita Mendes	5%	5%	5%	5,00%	10%	10%	10%	10,00%	10%	10%	10%	10,00%	25,00%			
Cláudia Pinto	5%	5%	5%	5,00%	15%	15%	15%	15,00%	15%	15%	15%	15,00%	35,00%			
Cristina Coelho	5%	5%	5%	5,00%	10%	10%	10%	10,00%	10%	10%	10%	10,00%	25,00%			

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Djanira do Nascimento	The master thesis is not relevant to the work plan of this project. No other scientific publications.	5%	5%	5%	5%	10%	10%	10%	10%	10%	10%	10%	20%	20%	20%	20%	35,00%
	Master thesis in the area of human genetics, not very relevant to the work plan of this project. No scientific publications.	5%	5%	5%	5%	10%	10%	10%	10%	10%	10%	10%	20%	20%	20%	20%	35,00%
Frederico Rego	The master thesis is not relevant to the work plan of this project. No other scientific publications.	5%	5%	5%	5%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	35,00%
	Master thesis in the area of genetics and molecular biology, not very relevant to the work plan of this project. No scientific publications.	5%	5%	5%	5%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	35,00%
Mariana Pereira	The master thesis is not very relevant to the work plan of this project. No other scientific publications.	5%	5%	5%	5%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	35,00%
	Master thesis in the area of biochemistry, not very relevant to the work plan of this project. No scientific publications.	5%	5%	5%	5%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	35,00%
Rita Tomás	The master thesis with relevance to the work plan of this project. No other scientific publications.	10%	10%	10%	10%	12%	12%	12%	12%	12%	12%	12%	15%	15%	15%	15%	37,00%
	Master's in Biomedical Engineering and thesis in cancer biology with relevance to the work plan of this project. No scientific publications.	10%	10%	10%	10%	12%	12%	12%	12%	12%	12%	12%	15%	15%	15%	15%	37,00%

ANNEX II - Employment Contract - Ref. IMM/CT/53-2024

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Applicants	Interview (50%)												Total ANNEX I	Total ANNEX I+II
	Motivation for the project and alignment with professional goals (10%)				Ability to adapt professional experience to the position being offered (20%)				Critical thinking and ability to express and argue ideas (20%)					
Name of Jury	Maria Carmo-Fonseca	Noélla Custódio	Joana Desterra	Average	Maria Carmo-Fonseca	Noélla Custódio	Joana Desterra	Average	Maria Carmo-Fonseca	Noélla Custódio	Joana Desterra	Average		
Cláudia Pinto	8%	8%	8%	8,00%	15%	15%	15%	15,00%	18%	18%	18%	18,00%	41,00%	76,00%
	The candidate was enthusiastic about the project and demonstrated interest in this area of research. Expressed interest in exploring different research areas to gain experience.	The candidate was motivated for the project and desired to gain experience in this research area. She expressed a strong interest in exploring various fields of research before pursuing a PhD.	The candidate was motivated to explore diverse research areas before pursuing a PhD. She was very motivated for this project and to explore the field of cancer research.	Justification	The candidate developed master's work in neurosciences but is confident that the laboratory skills acquired could be used in this position.	The candidate developed her master's thesis in the field of neurosciences and metabolism but the lab skills learned can be applied to this position.	The candidate completed her master's work in neurosciences but is confident that the laboratory skills she gained can be useful for this position.	Justification	The candidate demonstrated confidence during the interview, consistently providing clear reasoning and aligning her responses with the jury's questions.	The candidate projected an empathetic attitude during the interview, maintaining clear reasoning and alignment with the questions posed by the jury.	The candidate exhibited a confident presence during the interview effectively addressing the jury's questions.	Justification		
Frederico Rego	5%	5%	5%	5,00%	15%	15%	15%	15,00%	18%	18%	18%	18,00%	38,00%	73,00%
	The candidate looked forward to becoming part of the team. He hopes to gain experience in biomedical research to advance his professional ambitions.	The candidate appeared motivated to join the team and work in the field of cancer biology. He intends to gain competencies to pursue his professional goals.	The candidate showed enthusiasm for joining the team. He aims to acquire skills in biomedical research to achieve his career objectives.	Justification	In his master's project, the candidate focused on cystic fibrosis. He gained expertise in several techniques that are applicable in this position.	The candidate developed his master's thesis in the field of molecular genetics, focusing on cystic fibrosis. He gained experience in several techniques that could be applied to this position.	During his master's project the candidate gained experience in several techniques that can be useful to this position.	Justification	The candidate participated actively in the interview discussions with enthusiasm and curiosity.	The candidate actively engaged in the topics discussed during the interview, demonstrating strong communication skills.	During the interview, the candidate engaged deeply with the topics and demonstrated a high level of confidence.	Justification		
Mariana Pereira	5%	5%	5%	5,00%	15%	15%	15%	15,00%	10%	10%	10%	10,00%	30,00%	65,00%
	The candidate is driven to contribute to the project and aims to develop expertise for a career as a research technician.	The candidate is motivated to work on the project and to develop competencies to pursue a technical career in research.	Motivated to work in the project, the candidate seeks to acquire competencies that will support her future career.	Justification	The candidate completed her master's in biochemistry and biomedicine, acquiring skills in some techniques relevant to this position.	The candidate developed her master's thesis in the field of biochemistry and molecular biology. She gained experience in some techniques that could be applied in this position.	During her master's project the candidate acquired experience in techniques that could be useful to this position.	Justification	The candidate engaged in the topics discussed during the interview but demonstrated some limitations in her argumentation.	The candidate provided answers to the questions posed but was reserved and not very enthusiastic.	The candidate answered questions with honesty and clarity, though her reserved approach limited the opportunity to fully demonstrate her critical thinking and argumentation skills.	Justification		
Rita Tomás	10%	10%	10%	10,00%	20%	20%	20%	20,00%	20%	20%	20%	20,00%	50,00%	87,00%
	The candidate has shown a strong aspiration to build a research career within academia. She was very enthusiastic and curious about the project.	The candidate was highly motivated for the project and to work in the area of cancer biology. She expressed a strong desire to pursue a research career in academia.	The candidate was highly motivated to engage with the project and work in cancer biology. She showed a determined desire to follow a career in biomedical research.	Justification	With a master's thesis focused on cancer biology the candidate's previous experience is highly relevant and can be adapted to this position.	The candidate developed her master's thesis in the field of cancer biology and gained experience in working with RNA which is relevant to this position.	With a master's in Biomedical Engineering and experience in cancer biology, the candidate's background is highly relevant to this position.	Justification	The candidate engaged in the discussion demonstrating strong ability to express and argue ideas.	The candidate actively participated in the topics discussed maintaining an empathetic attitude and exhibiting very good communication skills.	The candidate actively engaged in all the topics discussed with remarkable argumentation skills.	Justification		