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M. Lobo

Jury Meeting Minute

1 POSTDOCTORAL Researcher

Reference IMM/CT/28-2018

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term Contract**, under *Sistema de Apoio à Investigação Científica e Tecnológica (SAICT) – Call nr 02/SAICT/2017 - Projeto de Investigação Científica e Desenvolvimento Tecnológico (IC&DT)*, funded by National Funds (FCT-MEC) under the research project *PTDC/BIA-MOL/29320/2017 - “Deciphering the epigenetic aging barriers for iPSC reprogramming”* (ReprogrAging).

Regulation

- Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, that approves a Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas (RJEC).
- Portuguese Labor Law, approved by Law nr 7/2009, from 12th February in its current writing.
- Regulatory Decree Nr 11-A / 2017, of 29th December.

The job advert was published in EraCareers on 25th October 2018, and also disseminated in iMM website and Research Gate Portal.

The call was opened for 30 working days starting on 29th October and ending on 10th December 2018, having applied the following candidates:

- Abu Naser
- Alberto Junior
- Ali Khani Shad
- Amara Ahmed
- Anastassia Serguienko
- Asma Ressaissi
- Barbora Prochazka
- Daphne Bitalo
- Faez Khan
- Flávia Donaires
- Mohamed Halawa
- Regla Maria
- Rita Mendes de Almeida
- Teber Hajji
- Veronica Uribe-Etxebarria
- Ysabel Ramirez

The candidates identified below were excluded since they did not send all required documents:

- Abu Naser
- Ali Khani Shad
- Amara Ahmed
- Anastassia Serguienko
- Barbora Prochazka
- Mohamed Halawa
- Regla Maria
- Veronica Uribe-Etxebarria

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On **16th of December of 2018**, the jury composed by Drs. Simão Teixeira da Rocha (President of the Jury and Responsible for the Project), Nuno Barbosa Morais and Bruno Bernardes de Jesus (all PhD's), met to analyze the application documents (- Motivation Letter in English; - Detailed CV; - PhD Certificate; - Other documents that applicant may consider to be relevant to prove the scientific course) in accordance to 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 (80%);
- Motivation Letter (10%);

CV (80%)

The analysis of the Curriculum Vitae took in consideration:

- The 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 (60%).

Motivation Letter (10%)

The analysis of the motivation letter took in consideration the following:

- Motivation and interest for the activities to be performed (5%);
- Command of the English language (5%).

The analysis and discrimination of each candidate classification in the First phase is presented in the table of Annex I where all admitted applicants were ranked by order, from the highest to the lowest classification.

Following this, **only one** applicant obtained a score equal and/or higher than 70%. In this case, the applicant was selected for an interview and is identified below. The interview took place on **20th of December of 2018**.

- **Flávia Donaires**

INTERVIEW (10%)

For the interview were considered the below requirements:

- Communication and social skills (3%)
- Spoken English (2%)

- Grasp of the project, commitment and independent thinking (5%)

The analysis and discrimination of the candidate classification in the Second Phase and the total classification in both phases are presented in the table of Annex II attached to this minute.

Lisbon, 10th of January 2019



Simão Teixeira da Rocha

(President of the Jury and Responsible for the project)



Nuno Barbosa Morais



Bruno Bernardes de Jesus

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President of IMM



Professor Maria M. Mota
Executive Director

ANEXO I

Employment Contract - Ref. IMM/CT/28-2018

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Plan

Applicants	CV(80%)		Motivation Letter (10%)		Total ANNEX I	Justification
	The 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 (60%)	Motivation and interest for the activities to be performed (5%)	Command of the English language (5%)		
Flávia Donaires	15%	50%	5%	5%	75%	The candidate has executed and published scientific work and relevant knowledge in the area of the proposed work plan
Rita Mendes de Almeida	15%	30%	4%	4%	53%	The candidate has limited executed and published scientific work nor relevant knowledge in the area of the proposed work plan
Alberto Junior	10%	20%	2%	4%	36%	The candidate does not have executed and published scientific work nor relevant knowledge in the area of the proposed work plan
Asma Ressaissi	10%	20%	2%	4%	36%	The candidate does not have executed and published scientific work nor relevant knowledge in the area of the proposed work plan
Daphne Bitalo	10%	20%	2%	4%	36%	The candidate does not have executed and published scientific work nor relevant knowledge in the area of the proposed work plan
Faez Khaen	10%	20%	2%	4%	36%	The candidate does not have executed and published scientific work nor relevant knowledge in the area of the proposed work plan
Teber Hajji	10%	20%	2%	4%	36%	The candidate does not have executed and published scientific work nor relevant knowledge in the area of the proposed work plan
Ysabel Ramirez	10%	20%	2%	4%	36%	The candidate does not have executed and published scientific work nor relevant knowledge in the area of the proposed work plan

ANEXO II

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New flow

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Applicants	Interview (10%)			Total ANNEX II	Justification	Total ANNEX I + ANNEX II
	Communication and social skills (3%)	Spoken English (3%)	Grasp of the project, commitment and independent thinking (5%)			
Flávia Donaires	3,0%	2,0%	4,0%	9,0%	Excelent communication skills fluent English and good knowledge of the project,	84,0%