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**Jury Meeting Minute**  
**Reference of Fellowship IMM/BI/77-2019**

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call for a Research Fellowship with the funding support from Private Funds.

The ad was published at EraCareers Portal [www.eracareers.pt](http://www.eracareers.pt) on 28<sup>th</sup> October 2019 and also disseminated in iMM website.

The call was opened from **13<sup>th</sup> November until 26<sup>th</sup> November 2019** and during which the following applicants applied:

- ✓ Inês Cabral
- ✓ Marta Pereira
- ✓ Rafael Luís

On the 9th of December, 2019 the jury composed by Professor João Forjaz de Lacerda and Rita Azevedo and Maria Soares (all PhD's), met to analyze the application documents (Motivation Letter; Detailed CV; Master degree Certificate and 1 Recommendation Letter) in accordance to the profile and work plan indicated in the job advert.

***Work Plan and Goals***

- *Immune monitoring of patient samples by flow cytometry following Treg infusion.*
- *Multiplex analysis of serum samples before and after Treg infusion.*
- *Managing the data base resulting from this study.*

***Candidate's Profile***

- *Master's degree in Immunology or in a related area.*
- *Strong time management and organizational skills.*
- *Preference given to candidates with: over 2 (two) years laboratory experience in the Immunology field, expertise in flow cytometry data acquisition and analysis, and experience in cell culture.*

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

- Curriculum Vitae (30%)
- Motivation Letter (30%).

**CV (30%)**

The analysis of the Curriculum Vitae took in consideration:

- a) Master's degree in Immunology or in a related area (15%);
- b) Laboratory experience in the Immunology field (15%)

**Motivation Letter (30%)**

The analysis of the motivation letter took in consideration:

- Interest for the proposed workplan (20%)
- Written communication (10%)

The analysis and discrimination of each candidate classification in the First phase is presented in the table of Annex I.

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**INTERVIEW (40)**

Following this, the jury decided to select the applicants that obtained a minimum classification of 50%.

The applicants are identified below and the interviews took place on 18th of December, 2019:

- ✓ Inês Cabral
- ✓ Rafael Luís

With the interviews, the jury intended to analyze the following criteria:

- a) Technician Profile (15%);
- b) Strong time management and organizational skills (15%);
- c) Personable (10%).

The analysis and discrimination of each candidate classification in the Interview phase and total classification in both stages of the process is presented in the table of Annex II.

The jury decided to select Inês Cabral since she obtained the best classification and fulfilled the necessary requirements for this position.

**Lisbon, 20<sup>th</sup> of December 2019**

Professor João Forjaz de Lacerda

Rita Azevedo

Maria Soares

NS 2

ANEXO I

Referência da Bolsa IMM/BI/77-2019

Candidato	CV (30%)		Motivation Letter (30%)		Total	Justificação
	Master's degree in Immunology or in a related area (15%)	Laboratory experience in the Immunology field (15%)	Interest for the proposed workplan (20%)	Written communication (10%)		
Inês Cabral	15	15	20	10	60	A candidata tem o perfil indicado e demonstrou muito interesse na posição, pelo que foi seleccionada para entrevista.
Marta Pereira	15	5	10	5	35	A candidata não tem experiência profissional suficiente para a posição e não conseguiu demonstrar adequadamente a sua motivação, pelo que não foi seleccionada para entrevista.
Rafael Luís	15	15	20	10	60	O candidato tem o perfil indicado e demonstrou muito interesse na posição, pelo que foi seleccionado para entrevista.

ANEXO I

Referência da Bolsa IMM/BI/77-2019

Candidato	Total Annex I	Interview (40%)			Total Annex II	Justificação	Total Annex I + Annex II
		Technician Profile (15%)	Strong time management and organizational skills (15%)	Personable (10%)			
Inês Cabral	60	15	15	10	40	A candidata já tem experiência como técnica de laboratório e demonstra interesse em prosseguir neste percurso profissional. Preencheu todos os requisitos desejados, pelo que foi seleccionada para a posição.	100
Marta Pereira	35	NA	NA	NA	0	NA	35
Rafael Luís	60	10	15	10	35	O candidato preenche muitos dos requisitos necessários para a posição, mas o seu perfil não se adequa o suficiente à posição de técnico de laboratório, tendo demonstrado ambição em embarcar num doutoramento a curto prazo.	95

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