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Jury Meeting Minute

1 POSTDOCTORAL Researcher

Reference IMM/CT/34-2019

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-CEL/31230/2017 - “Molecular Mechanisms that maintain Mitochondrial Homeostasis in Brain”* (MitoBrain).

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 14th October 2019, and also disseminated in iMM website and EURAXESS.

The call was opened for 30 working days starting on 15th October and ending on 26th November 2019, having applied the following candidates:

- Cátia Sousa
- Fatima Ghandour
- Kiran Alluri
- Lyvia Petiz
- Mahendrarman Mohanraj
- Petro Zhupanym
- Renata Couto

The following applicants were excluded since they didn't send all required documents:

- Cátia Sousa
- Fatima Ghandour
- Kiran Alluri
- Petro Zhupanym

On the 18th of December of 2019, the jury composed by Professors Vanessa Alexandra Morais (President of the Jury and Responsible for the Project), Sérgio de Almeida and Cláudio Franco (all PhD's), 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 Analysis (70%);
- Motivation Letter (20%);

CV (70%)

The analysis of the Curriculum Vitae took in consideration:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (25%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (45%).

Motivation Letter (20%)

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

- The motivation and interest for the activities to be performed (10%);
- Command of the English language (10%).

The analysis and discrimination of each admitted candidate classification is presented in the table of Annex I, in alphabetic order.

Following this, 1 applicant obtained a score equal and/or higher than 75%. In this case, the applicant selected for an interview is identified below. The interview took place on 9th of January of 2020.

- Renata Couto

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%)

On the 5th of February of 2020 the jury met again to discuss the final details about the recruitment process.

The analysis and discrimination of each 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, 5th of February of 2020



Vanessa Alexandra Morais

(President of the Jury and Responsible for the project)



Sérgio de Almeida

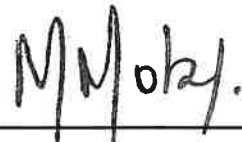


Claudio Franco

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President of IMM



Professor Maria M. Mota
Executive Director

Handwritten signature/initials in blue ink at the top left of the page.

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Applicants	CV (70%)										Motivation Letter (20%)				Total ANNEX I				
	The executed and/or published scientific work, with special emphasis on areas related to the work plan (25%)					Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (45%)					Motivation and interest for the activities to be performed (10%)								
	Yvonne A. Motta	Sergio Almada	Claudio H. Pardo	Verónica A. March	Average	Yvonne A. Motta	Sergio Almada	Claudio H. Pardo	Verónica A. March	Average	Yvonne A. Motta	Sergio Almada	Claudio H. Pardo	Verónica A. March		Average			
Lyvia Peziz	15%	15%	15%	15%	15.00%	30%	35%	30%	30%	31.67%	5%	5%	4%	4.67%	8%	7%	8%	7.50%	58.83%
		Candidate has several publications within the area of metabolism.	Candidate has several publications within the area of metabolism.	Candidate has several publications within the area of metabolism.		Knowledge of several of the required techniques.	Knowledge of several of the required techniques.	Knowledge of several of the required techniques.	Knowledge of several of the required techniques.		The candidate expressed a general interest in research, however, not specifically for this research project.	The candidate expressed a general interest in research, however, not specifically for this research project.	The candidate expressed a general interest in research, however, not specifically for this research project.		The candidate presented a well-structured motivational letter indicating fluency in the english language.	The candidate presented a well-structured motivational letter indicating fluency in the english language.	The candidate presented a well-structured motivational letter indicating fluency in the english language.		
Mahendravaman Mohi	10%	10%	10%	10%	10.00%	25%	25%	30%	30%	26.67%	5%	5%	5%	5.00%	7%	7%	7%	7.00%	48.67%
		Candidate has published in the area of neurosciences.	Candidate has published in the area of neurosciences.	Candidate has published in the area of neurosciences.		Lacking a few potential skills required for the development of this research project.	Lacking a few potential skills required for the development of this research project.	Lacking a few potential skills required for the development of this research project.	Lacking a few potential skills required for the development of this research project.		The candidate expressed a general interest in research, however, not specifically for this research project.	The candidate expressed a general interest in research, however, not specifically for this research project.	The candidate expressed a general interest in research, however, not specifically for this research project.		The candidate presented a well-structured motivational letter indicating fluency in the english language.	The candidate presented a well-structured motivational letter indicating fluency in the english language.	The candidate presented a well-structured motivational letter indicating fluency in the english language.		
Renata Couto	25%	20%	20%	20%	21.67%	40%	35%	35%	35%	36.67%	10%	8%	8%	8.67%	8%	8%	8%	8.00%	75.00%
		Knowledge of several of the areas of research within this project.	Knowledge of several of the areas of research within this project.	Knowledge of several of the areas of research within this project.		Knowledge of several of the required techniques.	Knowledge of several of the required techniques.	Knowledge of several of the required techniques.	Knowledge of several of the required techniques.		The candidate expressed a very keen interest in the research project.	The candidate expressed a very keen interest in the research project.	The candidate expressed a very keen interest in the research project.		The candidate presented a well-structured motivational letter indicating fluency in the english language.	The candidate presented a well-structured motivational letter indicating fluency in the english language.	The candidate presented a well-structured motivational letter indicating fluency in the english language.		

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Applicants	Interview (10%)														Total ANNEX II	Total classification (Annex I + Annex II)										
	Communication and social skills (9%)							Spoken English (2%)									Grasp of the project, commitment and independent thinking (5%)									
	Name of Jury	Vanesa A. Morais	Edgardo Almeida	Claudio Franco	Average	Vanesa A. Morais	Edgardo Almeida	Claudio Franco	Average	Vanesa A. Morais	Edgardo Almeida	Claudio Franco	Average													
Renata Couto	3%	Candidate has excellent communication skills.	3%	Candidate has excellent communication skills.	2.83%	3%	Candidate has excellent communication skills.	2.5%	Candidate has excellent communication skills.	1.50%	Candidate is extremely fluent in english.	1.50%	Candidate is extremely fluent in english.	1.50%	Candidate is extremely fluent in english.	1.50%	Candidate is extremely fluent in english.	4.00%	Candidate revealed independent thinking and commitment to this research project.	4.00%	Candidate revealed independent thinking and commitment to this research project.	4.00%	Candidate revealed independent thinking and commitment to this research project.	3.67%	8.00%	83.00%

