

INSTITUTO DE MEDICINA MOLECULAR JOÃO LOBO ANTUNES

LABORATÓRIO CMAZZALIN

Av. Professor Egas Moniz

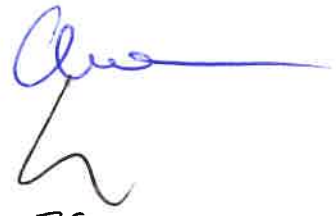
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Jury Meeting minute



BS

Reference of Fellowship IMM/BIPD/87-2019

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for one Research Fellowship for a PhD holder, funded by National Funds (FCT-MCTES) under the exploratory research project **IF/01269/2015**.

The advert was published in EraCareers on 18<sup>th</sup> December 2019 and also disseminated in iMM website and EURAXESS Portal.

The call was opened from 6<sup>th</sup> January 2020 and ending on 31<sup>st</sup> January 2020, having the following candidates applied (in alphabetic order):

- Andreia Monico
- Ankita Khanna
- Cláudia Loureiro
- Jhon A. Rodriguez
- Lara Shahidian
- Michelle Pereira
- Ricardo Santos
- Tânia Dias
- Valentina Riva

The applicant Lara Shahidian was excluded since she did not submit all the required documentation indicated in the call.

The applicants Ankita Khanna, Jhon A. Rodriguez and Michelle Pereira were excluded because they obtained their PhD more than 2 years before the predicted starting date of the Research fellowship (February 2020).

**On January 31, 2020** the jury composed by Claus M. Azzalin, Bruno Sousa Silva and Sérgio Almeida (all PhDs), met to analyze the application documents, in accordance with the evaluation criteria and valuation indicated in the job advert. See below:

**Work Plan and Goals**

- *Expression and purification of recombinant human telomeric proteins using bacteria and/or insect cells;*
- *Biochemical assays to test the interaction between recombinant telomeric proteins and telomeric RNA and DNA;*

- Development of aminoacids substitution mutants of telomeric proteins unable to bind telomeric RNA and DNA;
- Expression of mutant proteins in human cells and evaluation of telomere integrity and cell fitness.

### **Candidate's Profile**

- PhD in Biology or related areas obtained not more than 2 years before the submission of application (mandatory).
- At least one first author paper published in a peer-review renowned journal during the last 2 years (mandatory).
- Experience in recombinant protein biochemistry (protein expression and purification, RNA and DNA EMSAs, etc.) (Preferential Criteria).
- Experience in mammalian tissue culture (Preferential Criteria).
- Experience in CRISPR/Cas9-mediated genome editing and cell microscopy will be considered an added value.
- Deep interest in telomere biology, genome stability and cancer and aging biology.
- Orientation towards a career in academia.
- Clear organizational skills and independence.
- Ability to positively interact with people.
- Proficiency in written and spoken English.

**IMPORTANT NOTE:** In the event the PhD degree was awarded by a foreigner higher institution, the degree must comply with the provisions of **Decree-Law nr 66/2018, 18<sup>th</sup> August**, and all formalities established there must be fulfilled by applications deadline.

**Necessary Documents for Applications:** - Motivation Letter in English; - Detailed CV in English; - PhD certificate; - Reference letters might be requested at a later stage. **The non-compliance with these requirements determines the immediate rejection of the application.**

**Selection Method:** First stage (90%): CV (60%) and motivation letter (30%); Second Stage (10%): The top 5 applicants with a classification equal or higher than 80% in the first stage will be selected for an interview.

### **Curricular Evaluation (60%)**

Under the curricular evaluation the jury decided to assign the following valuation to each one of the criteria:

- PhD in Biology or related areas obtained not more than 2 years before the submission of application **(10%)**
- First author paper published in a peer-review renowned journal during the last 2 years **(20%)**
- Experience in recombinant protein biochemistry (protein expression and purification, RNA and DNA EMSAs, etc.) **(10%)**
- Experience in mammalian tissue culture **(10%)**
- Experience in CRISPR/Cas9-mediated genome editing and cell microscopy **(10%)**.

### **Motivation Letter (30%)**

- Deep interest in telomere biology and genome stability **(10%)**
- Deep interest in cancer and aging biology **(5%)**
- Orientation towards a career in academia **(5%)**
- Clear organizational skills and independence **(5%)**
- Ability to positively interact with people **(5%)**

The analysis and discrimination of each candidate classification is presented in the table of Annex I attached to this minute, from the highest to the lowest classification.

### Interview (10%)

The jury decided to select for interview all the applicants that scored at least 80% in the First stage. The applicants that fulfilled this requirement were:

- Ricardo Santos
- Valentina Riva

The interview took place on February 4, 2020 with Ricardo Santos (personal interview at IMM) and on February 12, 2020 with Valentina Riva (Skype interview) and the jury defined the following criteria to be evaluated:

- Domain of the English language (3%)
- Interest in and understanding of the proposed project (7%)

The analysis and discrimination of each candidate classification in the Interview stage is presented in the table of Annex II attached to this minute, from the highest to the lowest classification.

On the 10<sup>th</sup> March 2020, the jury met again to conclude the process and decided, unanimously, that Valentina Riva demonstrated to have the necessary skills to proceed with the proposed work plan. For this reason, she ranks at 1<sup>st</sup> place.

**Lisbon, March 10th 2020**

**Claus M. Azzalin**



**Bruno Sousa Silva**



**Sérgio Almeida**



Candidate	Curricular Evaluation (60%)						Motivation Letter (30%)					Total	Justification
	PhD in Biology or related areas obtained not more than 2 years before the submission of application (10%)	First author paper published in a peer-review renowned journal during the last 2 years (20%)	Experience in recombinant protein biochemistry (protein expression and purification, RNA and DNA EMSAs, etc (10%))	Experience in mammalian tissue culture (10%)	Experience in CRISPR/Cas9-mediated genome editing and cell microscopy (10%)	Deep interest in telomere biology and genome stability (10%)	Deep interest in cancer and aging biology (5%)	Orientation towards a career in academia (5%)	Clear organizational skills and independence (5%)	Ability to positively interact with people (5%)			
Andréia Monico	10	20	5	10	5	0	2	0	5	5	5	62	The applicant seems to have some experience with biochemistry and protein purification, but it is not clear whether she has ever worked with nucleic acids biochemistry including RNA and DNA EMSAs. The candidate has experience with tissue culture but not with CRISPR/Cas9. Her interests in telomere and genome stability and aging biology are not mentioned. Her interests in an academic career are not mentioned.
Cláudia Loureiro	10	20	5	10	5	0	2	0	5	5	5	62	The applicant seems to have good experience with biochemistry and protein purification, but not with nucleic acids biochemistry including RNA and DNA EMSAs. The candidate has large experience with tissue culture but not with CRISPR/Cas9. Her interests in telomere biology, genome stability and aging are not mentioned. Her interests in an academic career are not mentioned.
Ricardo Santos	10	20	10	5	5	10	5	5	5	5	5	80	The applicant has limited experience in tissue culture and CRISPR/Cas9-based genome editing, however fully fits all other criteria.
Tânia Dias	10	20	3	10	5	0	2	0	5	5	5	60	The candidate seems to have some experience in biochemistry, but it is not clear whether she is proficient in recombinant protein purification and assays with nucleic acids. The candidate seems not to have experience with CRISPR/Cas9. Her interests towards telomere, genome stability and aging biology are not mentioned. Her interests in an academic career are not mentioned.
Valentina Riva	10	20	10	10	5	10	5	5	5	5	5	85	The applicant does not have experience with CRISPR/Cas9 but fits completely all other criteria.



ANEXO I

Referência da Bolsa IMM/BIPD/87-2019

Candidate	Curricular Evaluation + Motivation Letter (90%)	Interview (10%)		Total Anexo II	Justification	Total Anexo I + II
		Domain of the English language (3%)	Interest in and understanding of the proposed project (7%)			
Ricardo Santos	80	3	7	10	The candidate is very interested in the project, discussions were very interesting, English is very good.	90
Valentina Riva	85	3	7	10	The candidate is very interested in the project, discussions were very interesting, English is very good.	95

*Amor* BS