

Jury Meeting Minute

1 PROJECT MANAGER

Reference IMM/CT/11-2020


 Marta Marques

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Project Manager to join the Chemical Biology & Pharmaceutical Biotechnology Laboratory coordinated by Gonçalo Bernardes, under the research project ***“Twinning - Site-selective protein-modification chemistries for antibody-drug conjugates (ADCs)”*** (SIMICA - GA 852985 - H2020), funded by the European Commission.

The job advert was published in EraCareers on 25th March 2020, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 10 working days starting on 26th March and ending on 8th April 2020, having applied the following candidates:

- Ana Catarina Luz
- Carina Matias Colaço
- Cong Tang
- Dharmendra Prajapati
- Filipe Pinto
- Joana Antunes
- João Macau Maia
- Karina Marangoni
- Luís Marques
- Pedro Barbosa
- Sandra Wantuil

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

- Carina Matias Colaço
- Filipe Pinto
- Joana Antunes
- João Macau Maia

On the 17th of April 2020 the jury composed by Gonçalo Bernardes, Bruno Oliveira and Marta Marques (all PhD's), met to analyze the application documents (-Motivation Letter; Detailed CV; - PhD certificate; - Contacts of 2 references) 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:

1st Phase: Curricular evaluation: 50% and Motivation Letter: 25%;

2nd Phase: Interview: 25%

Curriculum (50%)

Under the Curriculum Vitae it was assigned the following valuation to each one of the criteria:

- PhD or PhD/MD in Biomedical Sciences (10%);
- Experience in co-supervision of junior staff (10%);
- Experience in co-management project (5%);
- Experience of at least 5 years in cancer research with relevant publications in the field (20%);
- Experience in organizing scientific meetings and promoting training activities (5%).

Motivation Letter (25%)

- Motivation and interest for the activities to be performed (15%);
- Command of the written English language (10%).

The analysis and discrimination of each candidate classification in this 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, one applicant obtained a score equal and/or higher than 70%. In this case the applicant selected for an interview is identified below. The interview took place on 20 April 2020.

- Cong Tang

INTERVIEW (25%)

For the interview were considered the below requirements:

- Knowledge of the field (10%);
- Interest in the proposed project and tasks (10%);
- Command of the spoken English (5%).

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

Lisbon, 20 April 2020



Bruno Oliveira



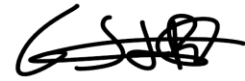
Gonçalo Bernardes




Marta Marques

ANEXO I

Employment Contract - Ref. IMM/CT/11-2020


 Gonçalo Bernardes
 20/04/2020



 Marka Hanger


Applicants	Curriculum Vitae (50%)					Motivation Letter (25%)		Total ANNEX I	Justification
	PhD or PhD/MD in Biomedical Sciences (10%)	Experience in co-supervision of junior staff (10%);	Experience in co-management project (5%);	Experience of at least 5 years in cancer research with relevant publications in the field (20%)	Experience in organizing scientific meetings and promoting training activities (5%);	Motivation and interest for the activities to be performed (20%)	Command of the written English language (5%)		
Ana Catarina Luz	0	10	5	0	5	15	5	40	The candidate doesn't have the required experience in the biomedical sciences field
Cong Tang	10	10	0	20	5	20	5	70	The candidate has experience with cancer research, has some experience on supervising junior staff. Cong Tang also demonstrates a great interest in this project being highly motivated to perform the proposed activities and tasks
Dharmendra Prajapati	10	5	0	10	0	10	5	40	The candidate doesn't have experience with managing projects and organizing training events. Demonstrates interest for a research career but not for the tasks required for this project.
Karina Marangoni	10	10	5	20	5	7.5	5	62.5	The candidate has the relevant experience for the tasks and activities to be performed but her main interest is to work at IMM (it's her 5th time applying to IMM), no special interest is demonstrated towards this specific project.
Luís Marques	10	10	5	10	0	10	5	50	The candidate has research experience but not in the cancer research field. The candidate also doesn't have experience with animal experimentation and a specific interest to this project is not evident.
Pedro Barbosa	10	10	5	20	2.5	7.5	5	60	The candidate has a scientific and management relevant background. Also some experience organizing events but not on the scientific research setting. The candidate doesn't show relevant interest for the predicted tasks or this specific project.
Sandra Wantuil	0	0	5	0	5	15	5	30	The candidate doesn't have the required experience in the biomedical sciences field

ANEXO I

Employment Contract - Ref. IMM/CT/11-2020

Marla Hanger


Gonçalo Bernardes
20/04/2020



Applicants	Interview (25%)			Total ANNEX II	Total ANNEX I + ANNEX II	Justification
	Knowledge of the field (10%)	Interest in the proposed project and tasks (10%)	Command of the spoken English (5%)			
Ana Catarina Luz	0	0	0	0	40	not selected for interview
Cong Tang	10	10	5	25	95	The candidate demonstrated a great interest for this project, both scientifically and for the management tasks, has the required knowledge and a good command of the spoken English is evident.
Dharmendra Prajapati	0	0	0	0	40	not selected for interview
Luís Marques	0	0	0	0	50	not selected for interview
Karina Marangoni	0	0	0	0	60	not selected for interview
Pedro Barbosa	0	0	0	0	60	not selected for interview
Sandra Wantuil	0	0	0	0	30	not selected for interview