

Jury Meeting Minute

1 RESEARCH ASSISTANT

Reference IMM/CT/18-2020

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Research Assistant to join the **Immune Regulation Laboratory** coordinated by Marc Veldhoen under **European Union's Horizon 2020 ERA Chair Project EXCELLtoINNOV** (GA667824), funded by the European Commission.

The job advert was published in EraCareers on 8th May 2020, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 12 working days starting on 8th May and ending on 25th May 2020, having applied the following candidates:

- Ahmad Mahmoudi
- Ana Morais
- Andreia Gomes
- António Nogueira
- Bruno Conti
- Bruno Pereira
- Carolina Gomes
- Cátia Mendes
- Estefania Navarro
- Inês Santos
- Joana Dias
- Joana Mendes
- Júlia Fanczal
- Juliana Engel
- Lays Oliveira
- Marta Belmar
- Marta Serrano
- Melissa Regnier
- Miguel Guedes
- Muhammad Bilal
- Nuno Regêncio
- Ricardo Luís
- Rita Cabral
- Sofia Ribeiro
- Sónia Frasquilho

The applicant below was excluded since she didn't send all required documents:

- Marta Belmar

On the 26-28th of May 2020 the jury composed by Marc Veldhoen, Birte Blankenhaus and Marta Baptista analyzed and discussed the application documents (-Motivation Letter; Detailed CV; - BSc certificate; - Letters of 2-3 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: CV, Motivation Letter and Research experience (70%);

2nd Phase: Interview: 30%

Curriculum Vitae and Motivation Letter (70%)

- Presence of academic degree (essential)
- Ability to comprehend and communicate in the English and Portuguese language (essential)
- Practical experience with cellular biology and cell culture techniques (20%)
- Practical experience with molecular biology techniques (35%)
- Willingness and experience to perform procedures with mice (10%)
- Enthusiastic and highly motivated (Important)
- Ability to work independently and as part of a team (important)
- Experience with additional methodologies of importance such as Flow cytometry (5%)

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, 5 applicants obtained a score equal and/or higher than 45%. In this case the applicants selected for an interview are identified below. The interview took place on May 29th 2020.

- Andreia Gomes
- Bruno Pereira
- Júlia Fanczal
- Rita Cabral
- Sofia Ribeiro

INTERVIEW (30%)

For the interview were considered the below requirements:

- Able to communicate effectively with staff at all levels, both orally and in writing (10%)
- Good time management and prioritisation skills (10%)
- Proactive and uses initiative to move projects forward (5%)
- Flexible approach to job role (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, June 2nd 2020



Birte Blankenhaus

Marc Veldhoen



Marta Baptista

ANEXO I

Annex I - Evaluation (1st Phase) - Ref. IMM/CT/18-2020

Applicants	CV + Motivation Letter + Experience (70%)				Total ANNEX I (70%)	Justification
	Practical experience with cellular biology and cell culture techniques (20%)	Practical experience with molecular biology techniques (35%)	Willingness and experience to perform procedures with mice (10%)	Experience with additional methodologies such as Flow cytometry (5%)		
Bruno Pereira	15	30	10	2	57	International, supervision, microscopy, CRISP
Sofia Ribeiro	20	30	0	5	55	Microscopy, FACS, training, international, management experience in industry
Andreia Gomes	15	25	10	3	53	Flow cytometry, Lentivirus, mentoring
Júlia Fanczal	15	20	10	4	49	FRET Microscopy, transfections, supervised others
Rita Cabral	15	20	8	5	48	PD, International, WB, Microscopy, Supervision
Sónia Frاسquilho	10	30	0	3	43	Hisology, microscopy, International
Carolina Gomes	5	30	0	2	37	Microscopy, intern
Cátia Mendes	15	20	0	1	36	FACS, CBA
Juliana Engel	5	20	10	1	36	International
Estefania Navarro	12	10	10	1	33	International
Miguel Guedes	10	20	0	2	32	Microscopy

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Ricardo Luís	10	10	10	2	32	Microscopy, FACS,
Joana Mendes	12	5	10	2	29	rats, Microscopy, WBs
António Nogueira	10	15	0	2	27	Microscopy, lenti (gut?)
Lays Oliveira	5	10	10	1	26	Microscopy
Bruno Conti	10	10	0	3	23	flow
Raquel Moreira Santos	0	20	0	1	21	Microscopy
Rui Oliveira	10	10	0	1	21	CRISPR
Marta Serrano	5	10	0	3	18	International, autoFACS, microscopy
Inês Santos	5	10	0	1	16	Microscopy
Melissa Regnier	5	10	0	0	15	apply for PhD
Nuno Regêncio	0	10	0	0	10	No relevant information in CV
Patrícia Antunes	10	0	0	0	10	No relevant information in CV
Tiago Durães	5	0	0	2	7	Microscopy, FACS

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Ana Morais	0	0	0	2	2	ERASMUS+, international
Ahmad Mahmoudi	0	0	0	0	0	No command of Portuguese Language; No relevant information about experience with mice and any mention about Flow cytometry. Cell culture and Molecular biology mentioned.
Joana Dias	0	0	0	0	0	No relevant information in CV
Muhammad Bilal	0	0	0	0	0	No command of Portuguese Language; no information about cell culture techniques, experience with mice and no Flow Cytometry. Molecular biology mentioned.

ANEXO I

Annex II - Evaluation (2nd Phase) - Ref. IMM/CT/18-2020

Applicants	Interview (30%)				Total ANNEX II	Total ANNEX I + ANNEX II	Justification
	Able to communicate effectively with staff at all levels, both orally and in writing (10%)	Good time management and prioritisation skills (10%)	Proactive and uses initiative to move projects forward (5%)	Flexible approach to job role (5%)			
Sofia Ribeiro	10	10	5	5	30	85	ITN student, high experienced. Aim is clear, she wants to have a technical role. Very efficient, very good management experience in industry, ordering own reagents, helping others, etc. Has all attributes, but mouse work. But the latter she is willing to learn.
Andreia Gomes	10	10	5	5	30	83	Very nice to talk to. Has all techniques required, FACS (Caliber only), lab management experience. Less confident with writing. Looking for Tech position because feels not ready to do a postdoc
Júlia Fanczal	10	10	5	5	30	79	Very nice to speak to. Some minor concern regarding interactions with companies due to A2 level of Portuguese. Well organised. Most techniques are present, but for FACS. Has lab management experience.
Rita Cabral	8	10	5	5	28	76	Very nice to speak to. A little bit out of the science field, has been working as a scuba diver for the past 5 years. Some concern she may return as soon as COVID restrictions may allow. Very experienced.
Bruno Pereira	0	0	0	0	0	57	Accepted another job prior to interview