# Jury Meeting Minute

## 1 POSTDOCTORAL Researcher

## Reference IMM/CT/19-2020

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher under na Unifixed-term contract, with the funding support from ***Projeto de Investigação Científica e Desenvolvimento Tecnológico (IC&DT) Programa de Actividades Conjuntas – projecto n.º 016394 Precise (Promoção do avanço significativo do conhecimento na área de medicina de precisão e sua translação para benefício da sociedade) - Sistema de Apoio à Investigação Científica e Tecnológica (SAICT) – Aviso 03/SAICT/2015*** funded by Fundos Europeus Estruturais e de Investimento (European Structural & Investment Funds) - Comissão Diretiva do Programa Operacional Regional de Lisboa e pelo Orçamento de Estado - Fundação para a Ciência e a Tecnologia, I.P.

**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 8th May 2020, and also disseminated in iMM website.

The call was opened for 30 working days starting on 11th May and ending on 23rd June 2020, having applied the following candidates:

- Ana Paço
- Bruno Pereira
- Carla Nunez
- Carla Pereira
- Elisa Morbiato
- Howard Junior
- Marcilei Buim
- Karina Marangoni
- Marta Ribeiro
- Paulina Machtel
- Ricardo Santos
- Rosa Direito

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

- Carla Pereira
- Marcilei Buim

On the 26th of June of 2020, the jury composed by Professors Maria Carmo-Fonseca (President of the Jury and Responsible for the Project), Teresa Carvalho and Sandra Martins (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 (Optional)) 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 Vitae (100%) based on the following criteria:
    a) Quality of scientific publications, including the PhD thesis (40%);
    b) Expertise in culture and differentiation of iPSC (30%);
    c) Expertise in RNA molecular biology and biochemistry (30%).

The analysis and discrimination of each candidate classification in the CV method are presented in the table of Annex I where all admitted applicants were ranked by alphabetic order.

**Lisbon, 26th of June of 2020**

Maria Carmo-Fonseca
(President of the Jury and Responsible for the project)

Teresa Carvalho

Sandra Martins

**Validation by the Heads of the Institution**

Professor Bruno Silva Santos
Vice-President of iMM

Professor Maria M. Mota
Executive Director

## Employment Contract - Ref. IMM/CT/19-2020

| Applicants | CV (100%) | | | | | | | | | | | | Total ANNEX I |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Quality of scientific publications, including the PhD thesis (40%) | | | | Expertise in culture and differentiation of iPSC (30%) | | | | Expertise in RNA molecular biology and biochemistry (30%) | | | | |
| Name of Jury | M. Carmo-Fonseca | Teresa Carvalho | Sandra Martins | Average | M. Carmo-Fonseca | Teresa Carvalho | Sandra Martins | Average | M. Carmo-Fonseca | Teresa Carvalho | Sandra Martins | Average | |
| Ana Paço | 40% | 40% | 40% | 40,00% | 0% | 0% | 0% | 0,00% | 18,00% | 22,00% | 20,00% | 20,00% | 60,00% |
| | * PhD thesis in 2014, in the field of Genetics (19/20) * High number of scientific publications in peer review journals (18) | * PhD thesis in 2014, in the field of Genetics (19/20) * High number of scientific publications in peer review journals (18) | * PhD thesis in 2014, in the field of Genetics (19/20) * High number of scientific publications in peer review journals (18) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | * without specific expertise in RNA molecular biology techniques, despite knowledge in molecular biology and cytogenetics | * without specific expertise in RNA molecular biology techniques, despite knowledge in molecular biology and cytogenetics | * without specific expertise in RNA molecular biology techniques, despite knowledge in molecular biology and cytogenetics | Justification | |
| Bruno Pereira | 32% | 25% | 27% | 28,00% | 0% | 0% | 0% | 0,00% | 30,00% | 28,00% | 25,00% | 27,67% | 55,67% |
| | * PhD thesis in 2020, in the field of Natural Sciences, Biology (magna cum laude) * Weak track publication (1 scientific publication in peer review journals) | * PhD thesis in 2020, in the field of Natural Sciences, Biology (magna cum laude) * Weak track publication (1 scientific publication in peer review journals) | * PhD thesis in 2020, in the field of Natural Sciences, Biology (magna cum laude) * Weak track publication (1 scientific publication in peer review journals) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | Justification | |
| Carla Nunez | 35% | 33% | 30% | 32,67% | 0% | 0% | 0% | 0,00% | 15,00% | 20,00% | 25,00% | 20,00% | 52,67% |
| | * PhD thesis in 2013, in the field of Sciences, Medical Clinic * Medium track publication (5 scientific publication in peer review journals) | * PhD thesis in 2013, in the field of Sciences, Medical Clinic * Medium track publication (5 scientific publication in peer review journals) | * PhD thesis in 2013, in the field of Sciences, Medical Clinic * Medium track publication (5 scientific publication in peer review journals) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | Justification | |
| Elisa Morbiato | 30% | 28% | 29% | 29,00% | 0% | 0% | 0% | 0,00% | 15,00% | 20,00% | 25,00% | 20,00% | 49,00% |
| | * PhD thesis in 2020, in the field of Evolutionary Biology and Ecology * Weak/Medium track publication (3 scientific publications in peer review journals) | * PhD thesis in 2020, in the field of Evolutionary Biology and Ecology * Weak/Medium track publication (3 scientific publications in peer review journals) | * PhD thesis in 2020, in the field of Evolutionary Biology and Ecology * Weak/Medium track publication (3 scientific publications in peer review journals) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | Justification | |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Howard Junior | 40% | 40% | 40% | 40,00% | 0% | 0% | 0% | 0,00% | 15,00% | 20,00% | 25,00% | 20,00% | 60,00% |
| | * PhD thesis in 2016, in the field of Medical Sciences * High number of scientific publications in peer review journals (19 ) | * PhD thesis in 2016, in the field of Medical Sciences * High number of scientific publications in peer review journals (19 ) | * PhD thesis in 2016, in the field of Medical Sciences * High number of scientific publications in peer review journals (19 ) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | * without specific expertise in RNA molecular biology techniques, despite knowledge in basic molecular biology | Justification | |
| Karina Marangoni | 40% | 40% | 40% | 40,00% | 10% | 8% | 5% | 7,67% | 25,00% | 23,00% | 28,00% | 25,33% | 73,00% |
| | * PhD thesis in 2016, in the field of Genetics and Biochemisty * High number of scientific publications in peer review journals (17) | * PhD thesis in 2016, in the field of Genetics and Biochemisty * High number of scientific publications in peer review journals (17) | * PhD thesis in 2016, in the field of Genetics and Biochemisty * High number of scientific publications in peer review journals (17) | Justification | * without expertise in culture and differentiation of hiPSCs * experience in stem cell culture | * without expertise in culture and differentiation of hiPSCs * experience in stem cell culture | * without expertise in culture and differentiation of hiPSCs * experience in stem cell culture | Justification | *expertise in biochemistry and major RNA molecular biology techniques | *expertise in biochemistry and major RNA molecular biology techniques | *expertise in biochemistry and major RNA molecular biology techniques | Justification | |
| Marta Ribeiro | 30% | 25% | 29% | 28,00% | 30% | 30% | 30% | 30,00% | 30,00% | 30,00% | 30,00% | 30,00% | 88,00% |
| | * PhD thesis in 2020, in the field of Bioengeenering, Cell Therapies and Regenerative Medicine (with honours) * Weak track publication (1 scientific publication in peer review journals) | * PhD thesis in 2020, in the field of Bioengeenering, Cell Therapies and Regenerative Medicine (with honours) * Weak track publication (1 scientific publication in peer review journals) | * PhD thesis in 2020, in the field of Bioengeenering, Cell Therapies and Regenerative Medicine (with honours) * Weak track publication (1 scientific publication in peer review journals) | Justification | * expertise in 2D and 3D culture and differentiation of hiPSCs, namely into cardiomyocytes | * expertise in 2D and 3D culture and differentiation of hiPSCs, namely into cardiomyocytes | * expertise in 2D and 3D culture and differentiation of hiPSCs, namely into cardiomyocytes | Justification | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | Justification | |
| Paulina Machtel | 35% | 33% | 30% | 32,67% | 0% | 0% | 0% | 0,00% | 25,00% | 23,00% | 28,00% | 25,33% | 58,00% |
| | * PhD thesis in 2018, in the field of Biochemistry * Medium track publication (6 scientific publication in peer review journals) | * PhD thesis in 2018, in the field of Biochemistry * Medium track publication (6 scientific publication in peer review journals) | * PhD thesis in 2018, in the field of Biochemistry * Medium track publication (6 scientific publication in peer review journals) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | *expertise in biochemistry and major RNA molecular biology techniques | *expertise in biochemistry and major RNA molecular biology techniques | *expertise in biochemistry and major RNA molecular biology techniques | Justification | |
| Ricardo Santos | 40% | 40% | 40% | 40,00% | 0% | 0% | 0% | 0,00% | 30,00% | 30,00% | 30,00% | 30,00% | 70,00% |
| | * PhD thesis in 2019, in the field of Molecular Biology * Medium/High track publication (10 scientific publication in peer review journals) | * PhD thesis in 2019, in the field of Molecular Biology * Medium/High track publication (10 scientific publication in peer review journals) | * PhD thesis in 2019, in the field of Molecular Biology * Medium/High track publication (10 scientific publication in peer review journals) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | *expertise in biochemistry and major RNA molecular biology techniques * expertise in bioinformatic analysis of RNA seq data | Justification | |
| Rosa Direito | 40% | 40% | 40% | 40,00% | 0% | 0% | 0% | 0,00% | 5,00% | 7,00% | 10,00% | 7,33% | 47,33% |
| | * PhD thesis in 2019, in the field of Pharmacy (Food Science * High track publication (14 scientific publication in peer review journals) | * PhD thesis in 2019, in the field of Pharmacy (Food Science * High track publication (14 scientific publication in peer review journals) | * PhD thesis in 2019, in the field of Pharmacy (Food Science * High track publication (14 scientific publication in peer review journals) | Justification | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | * without expertise in culture and differentiation of hiPSCs | Justification | * without specific expertise in RNA molecular biology techniques | * without specific expertise in RNA molecular biology techniques | * without specific expertise in RNA molecular biology techniques | Justification | |