

# Jury Meeting Minute

## 1 POSTDOCTORAL Researcher

### Reference IMM/CT/36-2020

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 Investment and Structural European Funds (FEEI) – Programa Operacional Regional de Lisboa and National Funds (FCT-MEC), under the research project *PTDC/MED-IMU/28241/2017 – “Meningeal gd17 T cells – impact in health and disease” (iMMunoCOGNITION)*.

#### Regulation

- Decree-Law nr 57/2016, from 29<sup>th</sup> August, altered by Law nr 57/2017, from 19<sup>th</sup> 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 12<sup>th</sup> February in its current writing.
- Regulatory Decree Nr 11-A / 2017, of 29<sup>th</sup> December.

The job advert was published in EraCareers on 9<sup>th</sup> July 2020, and also disseminated in iMM website and EURAXESS Portal

The call was opened for 30 working days starting on 10<sup>th</sup> July and ending on 20<sup>th</sup> August 2020, having applied the following candidates:

- |                       |                   |      |
|-----------------------|-------------------|------|
| - Felipe Valentim     | - Kyle Cunningham |      |
| - Sudheer Menon       | - Joana Rocha     |      |
| - André Luís Bombeiro | - Zohaib          | Khan |
| - Carolina Guido      |                   |      |

The following applicants were excluded since they did not submit all the required documents:

- |                   |                   |      |
|-------------------|-------------------|------|
| - Felipe Valentim | - Kyle Cunningham |      |
| - Carolina Guido  | - Zohaib          | Khan |

On the 7<sup>th</sup> of September of 2020, the jury composed by Julie Ribot (President of the Jury and Responsible for the Project), Bruno Silva Santos and Luísa Lopes (all PhD's), analyze the application documents (- CV with list of publications; - Motivation letter (in English) detailing previous experience relevant to the project; - PhD Certificate and Two reference letters or two contacts of 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:

- Curriculum Vitae (60%) based on the following criteria:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (30%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (30%).
- Motivation Letter (30%) based on the following criteria:
  - Motivation and interest for the activities to be performed (25%);
  - Command of the English language (5%).

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

Following this, two applicants obtained a score equal and/or higher than 40%. In this case the applicants selected for an interview are identified below. The interview took place on the 11<sup>th</sup> of September 2020.

- Joana Rocha
- André Bombeiro

#### **INTERVIEW (10%)**

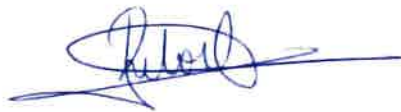
For the interview were considered the below requirements:

- Communication and social skills (4%)
- Spoken English (1%)
- Grasp of the project, commitment and independent thinking (5%)

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, 14 of September of 2020**

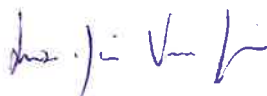
Julie Ribot  
(President of the Jury and Responsible for the project)



Bruno Silva Santos



Luísa Lopes

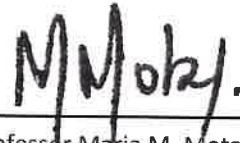


**Validation by the Heads of the Institution**



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Professor Maria-Carmo Fonseca  
President of IMM



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Professor Maria M. Mota  
Executive Director

Employment Contract - Ref. IMM/CT/36-2020

Applicants	CV (60%)								Motivation Letter (30%)								Total ANNEX I
	Executed and/or published scientific with special emphasis on areas related to the work plan (30%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (30%)				Motivation and interest for the proposed activities (25%)				Command of the English language (5%)				
Name of Jury	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average	
Sudheer Menon	10%	10%	10%	10,00%	10%	10%	10%	10,00%	0,00%	0,00%	0,00%	0,00%	5%	5%	5%	5,00%	25,00%
	Scientific path completely unrelated to the proposed project. Mostly bioinformatic.	Not relevant for the proposed plan of work	Interesting career path, very different from our request	Unrelated to the proposed project	No relevant knowledge	No experience in neuroimmunology	Inadequate profile	No experience for any of the proposed activities	Very weak motivation letter	No interest for the proposed activities	Not applicable	The motivation letter does not even refer to the proposed project and is addressed to "whomever it may concern"!!!	OK	OK	OK	English OK	
André Luis Bombeiro	20%	20%	20%	20,00%	20%	20%	20%	20,00%	25,00%	25,00%	25,00%	25,00%	5%	5%	5%	5,00%	70,00%
	Extensive publication list, very focussed in neuroimmunology	Very good work in the area	Very complete	Relatively good track record. All publications related to the field of interest	Broad knowledge in the area	Proficient for most of the technical skills requested	Very complete profile	Very diverse technical competences, most of which are required for the position	Interesting motivation letter, even suggests idea of projects that could be developed	Highlight independent thinking	Great motivation	Very good motivation letter. Extremely motivated and interesting candidate that confirms his determination during his interview	OK	OK	OK	English OK	
Joana Rocha	15%	15%	15%	15,00%	15%	15%	15%	15,00%	20,00%	20,00%	20,00%	20,00%	5%	5%	5%	5,00%	55,00%
	Good recommendation letters. Seem hardworker. However, few papers due to very short experiences in each	No experience in immunology	Short publication list, no emphasis to neuroimmunology	Few publication. Profile mostly linked to molecular neurobiology	Interesting profile but exclusive to neurobiology. Lack of in vivo work experience	No experience working with animals	A lot will have to be taught	No experience with mouse handling.	Potential curiosity towards the proposed project	Could show some interest?	Interest exclusive to neurodegeneration. Did not mention immunology	At first, the candidate seemed quite motivated to move research field and step out of her comfort zone.	OK	OK	OK	English OK	

*h.j. h.f.*  
*Bruno Silva Santos*  
*[Signature]*

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Applicants	Interview (10%)												Total ANNEX II	Total classification (Annex I + Annex II)
	Communication and social skills (4%)				Spoken English (1%)				Commitment and independent thinking (5%)					
Name of Jury	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average	Julie Ribot	Bruno Silva Santos	Luisa Lopes	Average		
Joana Rocha	2,00%	2,00%	2,00%	2,00%	1,00%	1,00%	1,00%	1,00%	2,00%	2,00%	2,00%	2,00%	5,00%	65,00%
	Did not particularly show a great enthusiasm	Did not particularly show a great enthusiasm	Did not particularly show a great enthusiasm	Did not particularly show a great enthusiasm	OK	OK	OK	English OK	Did not think about the project	Did not read related literature	Weak independent thinking	Weak	Was not able to discuss ideas linked to the proposed project Not ready to step away from her confort zone	
André Luís Bombeiro	4%	4%	4%	4,00%	1,00%	1,00%	1,00%	1,00%	5,00%	5,00%	5,00%	5,00%	10,00%	80,00%
	Excellent	Excellent	Excellent	Excellent	OK	OK	OK	English OK	Impressive	Impressive	Impressive	Outstanding	Candidate with a great level of maturity .Excellent commitment and independent thinking	

