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C. Custódio

**Jury Meeting Minute**  
**1 POSTDOCTORAL Researcher**  
**Reference IMM/CT/39-2020**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of ONE Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-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 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 15<sup>th</sup> July 2020, and also disseminated in iMM website.

The call was opened for 30 working days starting on 16<sup>th</sup> July and ending on 26<sup>th</sup> August 2020, having applied the following candidates:

- |                     |                           |
|---------------------|---------------------------|
| - Gabriela Siqueira | - Michelle Xavier Pereira |
| - Isa Gomes         | - Pedro Prudêncio         |

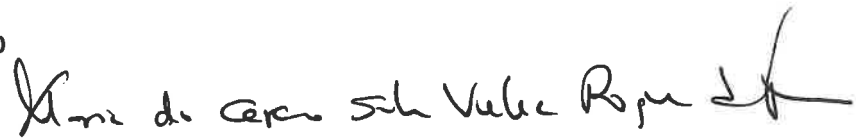
On the 4<sup>th</sup> of September of 2020, the jury composed by Professors Maria Carmo-Fonseca (President of the Jury and Responsible for the Project), Noélia Custódio and Célia Carvalho (all PhD's), analyze the application documents (- Motivation Letter in English; - Detailed CV; - PhD Certificate; - 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) Relevance of scientific publications (including the PhD thesis) to the work plan of this project (30%);
  - b) Expertise in RNA-seq library preparation and data analysis (40%);
  - c) Experience in RT-PCR, immunoprecipitation, western blotting, RNA FISH and confocal microscopy (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, 4 of September of 2020



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



Noélia Custódio




Célia Carvalho

**Validation by the Heads of the Institution**



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Professor Bruno Silva Santos  
Vice-President of IMM



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Professor Maria M. Mota  
Executive Director

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Employment Contract - Ref. IMM/CT/39-2020

Applicants	CV (100%)										Total ANNEX I	
	Relevance of scientific publications (including the PHD thesis) to the work plan of this project (30%);					Expertise in RNA-seq library preparation and data analysis (40%);						Expertise in RT-PCR, immunoprecipitation, western blotting, RNA FISH and confocal microscopy (30%)
Name of Jury	M. Carmo-Fonseca	Nediljir Custódio	Célia Carvalho	Average	M. Carmo-Fonseca	Nediljir Custódio	Célia Carvalho	Average	M. Carmo-Fonseca	Nediljir Custódio	Célia Carvalho	Average
Gabriela Siqueira	5%	5%	10%	6.67%	10%	15%	20%	15.00%	12.00%	12.00%	10%	11.33%
	PhD in clinical and molecular hematology and scientific publications not significantly relevant to the work plan.	Scientific publications (including the PhD thesis) in the area of molecular hematology (hematologic genetic diseases) with little relevance to the work plan of this project.	Scientific publications include WES but not any work with RNA study.	Scientific publications (including the PhD thesis) not relevant to the work plan of this project	Very limited expertise in RNA-seq library preparation and in data analysis.	Has expertise in whole-exome sequencing library preparation but very little in RNA-seq or data analysis.	experience in preparing and organizing libraries for WES sequencing and in statistical analysis (motivation letter).	Limited expertise in RNA-seq library preparation and in data analysis.	Experience in RT-PCR and confocal microscopy.	Has experience in RT-PCR and confocal microscopy.	Experience in RT-PCR (motivation letter) experience in IHC (curriculum)	Expertise in only two of the required techniques.
Isa Gomes	5%	5%	15%	8.33%	0%	0%	0%	0.00%	24.00%	24.00%	20%	22.67%
	PhD in toxicology and scientific publications not significantly relevant to the work plan.	Scientific publications (including the PhD thesis) in the area of toxicology with little relevance to the work plan of this project.	Bachelor of Marine Biology, scientific publications include molecular biology and microscopy but not NGS	Scientific publications (including the PhD thesis) not relevant to the work plan of this project	No expertise.	Has no expertise in RNA-seq library preparation or in data analysis.	no expertise here	No expertise in RNA-seq library preparation and in data analysis.	Experience in RT-PCR, western blotting, RNA FISH and confocal microscopy.	Has experience in RT-PCR, western blotting, RNA FISH and confocal microscopy.	Experience in RT-PCR, in-situ hybridization, confocal microscopy, western-blot	Expertise in most of the required techniques.
Michelle Xavier Pereira	20%	15%	17%	17.33%	0%	0%	0%	0.00%	18.00%	18.00%	26%	21.33%
	PhD in oncology and scientific publications with relevance to the work plan.	Scientific publications (including the PhD thesis) in the area of oncology with some relevance to the work plan of this project.	PhD in Oncology. Publications in the area of oncology using NGS.	Scientific publications (including the PhD thesis) with relevance to the work plan of this project	No expertise.	Has no expertise in RNA-seq library preparation or in data analysis.	no expertise here	No expertise in RNA-seq library preparation and in data analysis.	Experience in RT-PCR, immunoprecipitation and western blotting.	Has experience in RT-PCR, immunoprecipitation and western blotting.	Experience in RT-PCR, immunoprecipitation, western blotting, RNA FISH and optical microscopy.	Expertise in most of the required techniques.
Pedro Prudêncio	25%	25%	30%	26.67%	30%	30%	35%	31.67%	18.00%	12.00%	22%	17.33%
	Scientific publications and PhD thesis in the area of gene expression and splicing mechanisms but no expertise in oncology.	Scientific publications (including the PhD thesis) in the area of gene expression and splicing mechanisms very relevant to the work plan of this project.	PhD on transcription and splicing dynamics. Expertise in molecular biology and biochemistry techniques and in more advance proteomic and transcriptomic methodologies like, for example NET-seq.	Scientific publications (including the PhD thesis) very relevant to the work plan of this project	Expertise in RNA-seq library preparation (NET-seq) and also in data analysis (publication).	Has expertise in NET-seq library preparation (a specific type of RNA-seq) and also in data analysis.	Expertise in NET-seq as a technique optimizer.	Significant expertise in RNA-seq library preparation and in data analysis.	Has experience in RT-PCR and immunoprecipitation and western blotting.	Has experience in RT-PCR and immunoprecipitation (used in NET-seq).	Experience in RT-PCR, immunoprecipitation, western blotting and microscopy (from publications).	Expertise in some of the required techniques.