

Nuno C. Santos
Bárbara Gomes
Sónia Gonçalves

Jury Meeting Minute

2 POSTDOCTORAL Researchers

References IMM/CT/40-2020 and IMM/CT/41-2020

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call to hire Two Postdoctoral Researchers correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract** under **Sistema de Incentivos às Atividades de Investigação e Desenvolvimento e Investimento em Infraestruturas de Ensaio e Otimização (Upscaling) no contexto do COVID-19 - Quadro Temporário relativo a medidas de Auxílio Estatal em apoio da economia no atual contexto do surto de COVID-19 - Aviso n.º 15/SI/2020** funded by *Fundos Europeus Estruturais e de Investimento (FEEI) – Portugal 2020*, under the project “**Multifunctional sanitizer**” (UVtizer).

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 (RJE).
- 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 22nd July 2020, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 30 working days starting on 27th July and ending on 4th September 2020, having applied the following candidates:

- | | |
|------------------------|------------------------|
| - Ana Tomás | - Diana Delgado |
| - André Brás Gonçalves | - Ibtissem Hammouda |
| - Andreia Martins | - Maria Helena Cardoso |
| - Anna Reichel | - Michelle Pereira |
| - Cláudia Bravo | - Nuno Carmo |
| - David Botequim | - Nuno Coelho |
| | - Sílvia Correia |

The applicant David Botequim was excluded since he did not provided all required documents as indicated in the job advert.

On the 11th of September, 2020, the jury composed by Professor Nuno Santos (President of the Jury and Project's PI), Sónia Gonçalves and Bárbara Gomes (all PhD's), analyzed the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may considered 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 (75%) based on the following criteria:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (55%).
- Motivation Letter (15%) based on the following criteria:
 - Motivation and interest for the activities to be performed (10%);
 - 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 listed by alphabetic order.

Following this, 5 applicants obtained a score equal and/or higher than 40%. In this case, the applicants selected for interview are identified below. The interview took place on the 16th of September, 2020.

- Ana Tomás
- Andreia Martins
- Anna Reichel
- Nuno Carmo
- Sílvia Correia

INTERVIEW (10%)

Communication and social skills, grasp of the project, commitment and independent thinking were considered during the interview:

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, 16th of September, 2020

Nuno C. Santos

Nuno Santos

(President of the Jury and Responsible for the project)

Sónia Gonçalves

Sónia Gonçalves

Bárbara Gomes

Bárbara Gomes

Validation by the Heads of the Institution

M. C. Fonseca

Professor Maria-Carmo Fonseca
President of IMM

Maria Manuel Mota

Professor Maria M. Mota
Executive Director

Nuno C. Santos

Barbara Gomes

Sónia Gonçalves

Employment Contract - Ref. IMM/CT/40-2020 and IMM/CT/41-2020

Applicants	CV (75%)								Motivation Letter (15%)								Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (55%)				Motivation and interest for the activities to be performed (10%)				Command of the English language (5%)				
Name of Jury	Nuno Santos	Sónia Gonçalves	Bárbara Gomes	Average	Nuno Santos	Sónia Gonçalves	Bárbara Gomes	Average	Nuno Santos	Sónia Gonçalves	Bárbara Gomes	Average	Nuno Santos	Sónia Gonçalves	Bárbara Gomes	Average	
Ana Tomás	14%	14%	14%	14,00%	46,75%	46,75%	46,75%	46,75%	9%	9%	9%	9,00%	5%	5%	5%	5,00%	74,75%
	Good CV, adequate for this call	Good CV, adequate for this call	Good CV, adequate for this call		Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan		Very good motivation letter	Very good motivation letter	Very good motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
André Gonçalves	10%	10%	10%	10,00%	11%	11%	11%	11,00%	5,5%	5,5%	5,5%	5,50%	5%	5%	5%	5,00%	31,50%
	Average CV, mostly unrelated with this call	Average CV, mostly unrelated with this call	Average CV, mostly unrelated with this call		The expertise does not match well with the work plan	The expertise does not match well with the work plan	The expertise does not match well with the work plan		Average motivation letter	Average motivation letter	Average motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Andreia Martins	12%	12%	12%	12,00%	44%	44%	44%	44,00%	8,5%	8,5%	8,5%	8,50%	5%	5%	5%	5,00%	69,50%
	Reasonable CV, adequate for this call	Reasonable CV, adequate for this call	Reasonable CV, adequate for this call		Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan		Very good motivation letter	Very good motivation letter	Very good motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Anna Reichel	18%	18%	18%	18,00%	49,5%	49,5%	49,5%	49,50%	8,5%	8,5%	8,5%	8,50%	5%	5%	5%	5,00%	81,00%
	Very good CV, adequate for this call	Very good CV, adequate for this call	Very good CV, adequate for this call		Excellent matching with the work plan	Excellent matching with the work plan	Excellent matching with the work plan		Very good motivation letter	Very good motivation letter	Very good motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Cláudia Bravo	4%	4%	4%	4,00%	16,5%	16,5%	16,5%	16,50%	5,5%	5,5%	5,5%	5,50%	5%	5%	5%	5,00%	31,00%
	Limited CV	Limited CV	Limited CV		The expertise does not match well with the work plan	The expertise does not match well with the work plan	The expertise does not match well with the work plan		Average motivation letter	Average motivation letter	Average motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Diana Delgado	12%	12%	12%	12,00%	11%	11%	11%	11,00%	6%	6%	6%	6,00%	5%	5%	5%	5,00%	34,00%
	Reasonable CV, but inadequate for this call	Reasonable CV, but inadequate for this call	Reasonable CV, but inadequate for this call		The expertise does not match well with the work plan	The expertise does not match well with the work plan	The expertise does not match well with the work plan		Average motivation letter	Average motivation letter	Average motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		

Nuno C. Santos

Barbara Gomes

Sonia Gonçalves

Ibtissem Hammouda	8%	8%	8%	8,00%	8,25%	8,25%	8,25%	8,25%	4%	4%	4%	4,00%	5%	5%	5%	5,00%	25,25%
	Reasonable CV, but inadequate for this call	Reasonable CV, but inadequate for this call	Reasonable CV, but inadequate for this call		Expertise and formation mostly in the Chemistry area	Expertise and formation mostly in the Chemistry area	Expertise and formation mostly in the Chemistry area		Unsound motivation letter	Unsound motivation letter	Unsound motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Maria Helena Cardoso	4%	4%	4%	4,00%	19,25%	19,25%	19,25%	19,25%	6%	6%	6%	6,00%	5%	5%	5%	5,00%	34,25%
	The information provided does not demonstrate an adequacy for this call	The information provided does not demonstrate an adequacy for this call	The information provided does not demonstrate an adequacy for this call		The expertise does not match well with the work plan	The expertise does not match well with the work plan	The expertise does not match well with the work plan		Average motivation letter	Average motivation letter	Average motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Michelle Pereira	6%	6%	6%	6,00%	22%	22%	22%	22,00%	5,5%	5,5%	5,5%	5,50%	5%	5%	5%	5,00%	38,50%
	Reasonable CV, but not specially adequate for this call	Reasonable CV, but not specially adequate for this call	Reasonable CV, but not specially adequate for this call		The expertise does not match well with the work plan	The expertise does not match well with the work plan	The expertise does not match well with the work plan		Average motivation letter	Average motivation letter	Average motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Nuno Carmo	13%	13%	13%	13,00%	46,75%	46,75%	46,75%	46,75%	8%	8%	8%	8,00%	5%	5%	5%	5,00%	72,75%
	Good and adequate CV, with most publications as midle author and with not much recent articles	Good and adequate CV, with most publications as midle author and with not much recent articles	Good and adequate CV, with most publications as midle author and with not much recent articles		Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan		Good motivation letter	Good motivation letter	Good motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Nuno Coelho	7%	7%	7%	7,00%	19,25%	19,25%	19,25%	19,25%	6%	6%	6%	6,00%	5%	5%	5%	5,00%	37,25%
	Reasonable CV, but not specially adequate for this call	Reasonable CV, but not specially adequate for this call	Reasonable CV, but not specially adequate for this call		The expertise does not match well with the work plan	The expertise does not match well with the work plan	The expertise does not match well with the work plan		Average motivation letter	Average motivation letter	Average motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English		
Silvia Correia	10%	10%	10%	10,00%	44%	44%	44%	44,00%	8,5%	8,5%	8,5%	8,50%	5%	5%	5%	5,00%	67,50%
	Adequate CV, but with just a few publications considering the length of the research work	Adequate CV, but with just a few publications considering the length of the research work	Adequate CV, but with just a few publications considering the length of the research work		Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan	Valuable know-how and reserach experience related with the work plan		Very good motivation letter	Very good motivation letter	Very good motivation letter		Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	Letter with the necessary knowledge of English	

Nuno C. Santos Bárbara Gomes
Sónia Gonçalves

Employment Contract - Ref. IMM/CT/40-2020 and IMM/CT/41-2020

Applicants	Interview (10%)				Total ANNEX II	Total classification (Annex I + Annex II)
	Name of Jury	Nuno Santos	Sónia Gonçalves	Bárbara Gomes		
Ana Tomás	8,50%	8,50%	8,50%	8,50%	8,50%	83,25%
	Very good performance in all the aspects under evaluation	Very good performance in all the aspects under evaluation	Very good performance in all the aspects under evaluation			
Andreia Martins	7,0%	7,0%	7,0%	7,00%	7,00%	76,50%
	Very good performance in most of the aspects under evaluation	Very good performance in most of the aspects under evaluation	Very good performance in most of the aspects under evaluation			
Anna Reichel	9,0%	9,0%	9,0%	9,00%	9,00%	90,00%
	Excellent performance in all the aspects under evaluation	Excellent performance in all the aspects under evaluation	Excellent performance in all the aspects under evaluation			
Nuno Carmo	7,0%	7,0%	7,0%	7,0%	7,00%	79,75%
	Very good performance in most of the aspects under evaluation	Very good performance in most of the aspects under evaluation	Very good performance in most of the aspects under evaluation			
Silvia Correia	6,5%	6,50%	6,50%	6,50%	6,50%	74,00%
	Good performance in most of the aspects under evaluation	Good performance in most of the aspects under evaluation	Good performance in most of the aspects under evaluation			