



Jury Meeting Minute
ONE POSTDOCTORAL Researcher
Reference IMM/CT/42-2020

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 (FEEL) - Programa Operacional Regional de Lisboa and National Funds (FCT-MEC) under the research project **PTDC/MED-PAT/31639/2017 – “Deregulated Endothelial Blood Flow Response as a cause of Diabetic Retinopathy”** (Flow(in)DR).

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 28th July 2020, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 30 working days starting on 29th July and ending on 8th September 2020, having applied the following candidates:

- | | |
|------------------------|------------------------|
| - Ana Cachaço | - Helena Ramos |
| - Ana Paço | - Karri Chiranjeevi |
| - Ana Padilha | - Maria Helena Cardoso |
| - André Brás Gonçalves | - Mariana Barbosa |
| - Carolina Guido | - Rosa Direito |
| - Daniela Vallejo | - Rute Araújo |
| - Gabriela Siqueira | - Sajid Hussain |

The applicants Carolina Guido, Helena Ramos and Rute Araújo were excluded since they didn't send all required documents as required in the job advert.

On the 18th of September of 2020, the jury composed by Cláudio Franco (President of the Jury), Francisca Vasconcelos (Responsible for the project) and Sérgio de Almeida (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Contact information of two 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 (80%) 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 (60%).

- Motivation Letter (10%) based on the following criteria:
 - Motivation and interest for the activities to be performed (5%);
 - 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, 5 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 22nd and 23rd September 2020.

- Ana Cachaço
- Ana Padilha
- André Brás Gonçalves
- Daniela Vallejo
- Rosa Direito

INTERVIEW (10%)

For the interview were considered the below requirements:

- Communication and social skills (2,5%)
- Spoken English (2,5%)
- Grasp of the project, commitment and independent thinking (5%)

On the 8th of October 2020, the jury met to conclude the evaluation process and write the current minute.

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, 8th of October of 2020



Cláudio Franco
(President of the Jury)



Francisca Vasconcelos
(Responsible for the Project)



Sérgio de Almeida

Validation by the Heads of the Institution



Professor Maria-Carmo Fonseca
President of IMM



Professor Maria M. Mota
Executive Director

Francisco AF

Employment Contract - Ref. IMM/CT/42-2020

Applicants	CV (80%)					Motivation Letter (10%)					Total ANNEX I																																																						
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Sajid Hussain	<p>Low experience and publication record in the field</p> <table border="1"> <tr> <th>Francisco Microscopia</th> <th>Cláudio Franco</th> <th>Francisco Microscopia</th> <th>Sergio de Almeida</th> <th>Average</th> </tr> <tr> <td>5%</td> <td>5%</td> <td>5%</td> <td>5.00%</td> <td>5.00%</td> </tr> </table>	Francisco Microscopia	Cláudio Franco	Francisco Microscopia	Sergio de Almeida	Average	5%	5%	5%	5.00%	5.00%	<p>No experience in the use of mouse models, microscopy, cancer field, englogenesis field</p> <table border="1"> <tr> <th>Francisco Microscopia</th> <th>Cláudio Franco</th> <th>Francisco Microscopia</th> <th>Sergio de Almeida</th> <th>Average</th> </tr> <tr> <td>2.00%</td> <td>2.00%</td> <td>2.00%</td> <td>2.00%</td> <td>2.00%</td> </tr> <tr> <td>2.00%</td> <td>2.00%</td> <td>2.00%</td> <td>2.00%</td> <td>2.00%</td> </tr> </table>	Francisco Microscopia	Cláudio Franco	Francisco Microscopia	Sergio de Almeida	Average	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	<p>Low interest</p> <table border="1"> <tr> <th>Francisco Microscopia</th> <th>Cláudio Franco</th> <th>Francisco Microscopia</th> <th>Sergio de Almeida</th> <th>Average</th> </tr> <tr> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> </tr> <tr> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> </tr> </table>	Francisco Microscopia	Cláudio Franco	Francisco Microscopia	Sergio de Almeida	Average	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	<p>Very good</p> <table border="1"> <tr> <th>Francisco Microscopia</th> <th>Cláudio Franco</th> <th>Francisco Microscopia</th> <th>Sergio de Almeida</th> <th>Average</th> </tr> <tr> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> </tr> <tr> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> <td>5.00%</td> </tr> </table>	Francisco Microscopia	Cláudio Franco	Francisco Microscopia	Sergio de Almeida	Average	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	17.67%					
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Employment Contract - Ref. IMM/CT/42-2020

Applicants	Interview (10%)														Total ANNEX II	Total classification (Annex I + Annex II)	
	Communication and social skills (2.5 %)				Spoken English (2.5%)				Commitment and independent thinking (5%)								
	Claudio Franco	Francisca Vasconcelos	Sergio de Almeida	Average	Claudio Franco	Francisca Vasconcelos	Sergio de Almeida	Average	Claudio Franco	Francisca Vasconcelos	Sergio de Almeida	Average					
Ana Cachazo	2.5%	2.5%	2.5%	2.50%	2.5%	2.5%	2.5%	2.50%	3.00%	4.00%	3.00%	3.33%	Good problem solving skills and motivation			8.33%	70.67%
Ana Padilha	2.0%	2.0%	2.5%	2.17%	2.5%	2.5%	2.5%	2.50%	3.00%	3.00%	3.00%	3.00%	Good problem solving skills and motivation			7.67%	71.00%
André Brás Gonçalves	2.5%	2.5%	2.5%	2.50%	2.5%	2.5%	2.5%	2.50%	5.00%	5.00%	5.00%	5.00%	Excellent problem solving skills and motivation			10.00%	79.67%
Daniela Vallejo	2.5%	2.5%	2.5%	2.50%	2.00%	2.00%	2.00%	2.00%	3.00%	4.00%	3.00%	3.33%	Very good problem solving skills and motivation			7.83%	64.83%
Rosa Direito	2.0%	2.0%	2.0%	2.00%	1.50%	1.50%	1.50%	1.50%	2.00%	2.00%	2.00%	2.00%	Good problem solving skills			5.50%	47.83%

Assessor
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