

Bruno Silva Santos  
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## Jury Meeting Minute

### 1 Flow Cytometry Unit Manager

#### Reference IMM/CT/7-2020

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for a Flow Cytometry Unit Manager to lead a team of flow cytometry technicians and will be expected to provide a cell sorting service, train and support users on the analyzers, advise on experimental design, protocol optimization and data analysis as well as perform QC procedures that include maintenance and troubleshooting.

The job advert was published in EraCareers on 12<sup>th</sup> February 2020, and also disseminated in iMM website and social network.

The call was opened for from 12<sup>th</sup> February until 30<sup>th</sup> April 2020, having applied the following candidates:

- Alaguraj Dharmarajnadar
- André Mozes
- Cátia Rocha
- Cláudia Nóbrega
- Cristina Ferreira
- Divya Appaji Gowda
- Elena Antón
- João Fonseca
- Mari Cristina Evgrafov
- Mariana Rafael Fernandes
- Norman Muñoz
- Renan Antonialli
- Roberto Mancini

On 18<sup>th</sup> September 2020, the jury composed Bruno Silva Santos, Luís Graça and Afonso Almeida (all PhD's), met to analyze the application documents (Motivation Letter and Detailed CV) in accordance to the profile and work plan indicated in the job advert.

As indicated in the job advert, all admitted applications were analyzed according to the following criteria:

- Curriculum Vitae (55%);
- Motivation Letter (15%);

#### CV (55%)

The analysis of the Curriculum Vitae took in consideration:

- MSc degree in Immunology, Biology, Chemistry or related field (5%);
- PhD in Immunology, Biology or related fields (10%);
- At least four years of independent hands-on experience with Flow Cytometry analysers and data analysis (10%);
- Hands-on experience in operating BD FACSAria cell sorters (10%);

- Previous experience in managing a Flow Cytometry service (15%);
- Experience in supervising and collaborating in an international team environment (5%).

### **Motivation Letter (15%)**

The analysis of the motivation letter took into consideration the following aspects:

- Logical writing, drive, independence and ambition (10%);
- Previous experience necessary for successfully conducting the Project (5%).

The analysis and discrimination of each candidate classification in the First phase is presented in the table of Annex I where all admitted applicants were ranked by order, from the highest to the lowest classification.

Following this, the top 5 applicants, who obtained a score equal and/or higher than 46%, were selected for an interview, which took place on 2<sup>nd</sup> October 2020:

- Cláudia Nóbrega
- Cristina Ferreira
- Mariana Fernandes
- Norman Muñoz
- Renan Antonialli

### **INTERVIEW (30%)**

For evaluation of the interview were considered the following parameters:

- Communication and Management skills (10%);
- Technical knowledge and experience (10%);
- Commitment and independent thinking (10%).

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, where the applicants were ranked by order, from the highest to the lowest classification.

**Lisbon, 19<sup>th</sup> October 2020**



Bruno Silva Santos



Luís Graça



Afonso Almeida

# ANEXO I

## ANNEX I - Employment Contract Reference IMM/CT/7-2020

Applicant	Curricular Evaluation(55%)						Motivation Letter (15%)		Total	Justification
	MSc degree in in Immunology, Biology, Chemistry or related field (5%)	PhD in Immunology, Biology or related fields (10%)	At least four years of independent hands-on experience with Flow Cytometry Analysers and data analysis (10%)	Hands-on experience in operating BD FACSAria cell sorters (10%)	Previous experience in managing a Flow Cytometry service (15%)	Experience in supervising and collaborating in an international team environment (5%)	Logical writing drive, independence and ambition (10%)	Previous experience necessary for successfully conducting the Project (5%)		
Mariana Fernandes	5%	0%	10%	10%	15%	5%	10%	5%	<b>60%</b>	Vast experience, including managing FACS service in international environment
Norman Muñoz	5%	10%	10%	10%	10%	1%	5%	5%	<b>56%</b>	Vast experience, including managing FACS service
Cristina Ferreira	5%	10%	10%	4%	0%	5%	9%	5%	<b>48%</b>	PhD holder, experienced FACS user, but does not operate FACS sorter
Renan Antonialli	5%	0%	10%	10%	5%	4%	9%	5%	<b>48%</b>	Notable technical competences and experience
Cláudia Nóbrega	5%	10%	10%	0%	4%	4%	9%	4%	<b>46%</b>	PhD holder, experienced FACS user, but does not operate FACS sorter
André Mozes	5%	0%	10%	5%	10%	3%	7%	5%	<b>45%</b>	Notable experience but application lacks technical details
Mari Cristina Evgrafov	3%	5%	10%	5%	5%	5%	7%	5%	<b>45%</b>	Experienced lab manager with FACS focus; academic background in Environmental Engineering
João Fonseca	5%	10%	8%	5%	0%	5%	7%	4%	<b>44%</b>	PhD holder, seasoned FACS user, but lacks experience managing FACS service
Alaguraj Dharmarajnadar	5%	0%	10%	10%	5%	2%	6%	5%	<b>43%</b>	MSc Zoology, vast FACS experience but discontinued since 2017
Elena Antón	5%	10%	10%	7%	0%	1%	7%	3%	<b>43%</b>	PhD holder, seasoned FACS user, but lacks experience managing FACS service
Roberto Mancini	5%	10%	10%	7%	0%	3%	4%	2%	<b>41%</b>	Notable experience but application lacks technical details
Divya Appaji Gowda	0%	0%	10%	10%	5%	1%	5%	4%	<b>35%</b>	Technical competences but non-competitive academically
Cátia Rocha	5%	5%	5%	0%	0%	2%	7%	1%	<b>25%</b>	Lack of the level of technical and management experience required for the position

*Bruno Wafar*

*Wiley*

*Amor Aponte*

## ANNEX II - Employment Contract Reference IMM/CT/7-2020

Applicant	Curricular Evaluation + Motivation Letter (70%)	Interview (30%)			Total Annex II	Justification	Total Annex I + II
		Communication and Management skills (10%)	Technical knowledge and experience (10%)	Commitment and independent thinking (10%)			
Mariana Fernandes	60%	8%	10%	8%	26%	Best professional fit to the position	86%
Cristina Ferreira	48%	9%	8%	9%	26%	Vast technical experience beneficial for the job	74%
Norman Muñoz	56%	5%	8%	4%	17%	Lack of focus and fit to the position	73%
Cláudia Nóbrega	46%	6%	5%	6%	17%	Lack of specific management experience	63%
Renan Antonialli	48%	0%	0%	0%	0%	Absent from interview, with no justification	48%

*Bruno F. F. F.*

*Wiley*

*Amor Afonso*