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## **Jury Meeting Minute**

### **1 SENIOR TECHNICIAN**

#### **Reference IMM/CT/43-2020**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Senior Technician to join the Telomeres, long noncoding RNAs and genome stability Laboratory coordinated by Claus M. Azzalin (PhD).

The job advert was published in EraCareers on 6<sup>th</sup> of October of 2020, and also disseminated in iMM website.

The call was opened from 7<sup>th</sup> of October until 30<sup>th</sup> of October 2020, having applied the following candidates:

- |                             |                         |
|-----------------------------|-------------------------|
| • Ahmad Mahmoudi Renani     | • Joana Paixão Almeida  |
| • Ana Rita Silva            | • Joaquim Mota Veiga    |
| • Anderson Carmo            | • Mariana Barbosa       |
| • André Monteiro            | • Marta Molinero Garcia |
| • Beatriz Cruz              | • Nádia Simões da Cruz  |
| • Cleandra Gregório Silva   | • Patrícia Guimarães    |
| • Cristiana Albuquerque     | • Paulo Sousa           |
| • David Botequim            | • Rita Esteves          |
| • Dora Pedroso              | • Sofia Duarte          |
| • Gabriela Sequeira         | • Sónia Frasquilho      |
| • Inês Isabel de Figueiredo | • Tiago Ligeiro         |
| • Iwona Majkowska           | • Vera Silva            |

The following applicants were excluded since they didn't send all required documents:

- Dora Pedroso
- Gabriela Sequeira
- Inês Isabel de Figueiredo
- Iwona Majkowska
- Marta Molinero Garcia
- Patrícia Guimarães
- Sónia Frasquilho

On the 4<sup>th</sup> of November, 2020 the jury composed by Claus Maria Azzalin, Bruno Silva and Joana Rodrigues (all PhD's) met to analyze the application documents (Motivation Letter in English; Detailed CV in English;



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MSc degree certificate and Contacts of 2 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:

1<sup>st</sup> Phase: Curricular evaluation: 50% and Motivation Letter: 25%;

2<sup>nd</sup> Phase: Interview: 25%

#### Curricular Evaluation (50%)

Under the Curriculum Vitae it was assigned the following valuation to each one of the criteria:

- Master's degree holder in the areas of molecular and cellular biology (10%);
- At least 3 years' experience in a laboratory (10%);
- Experience in cell and molecular biology techniques (eg, immunostaining and microscopy, mammalian cell culture, transfections, western blotting, quantitative PCR, etc.) and handling of tumor samples (30%).

#### Motivation Letter (25%)

- Motivation and interest for the activities to be performed (15%);
- Command of the written English language (10%).

The analysis and discrimination of each candidate classification in this 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, 1 applicant obtained a score equal and/or higher than 65%. In this case the applicant selected for an interview is identified below. The interview took place on the 10<sup>th</sup> of November, 2020.

- Cleandra Gregório Silva

#### INTERVIEW (25%)

For the interview were considered the below requirements:

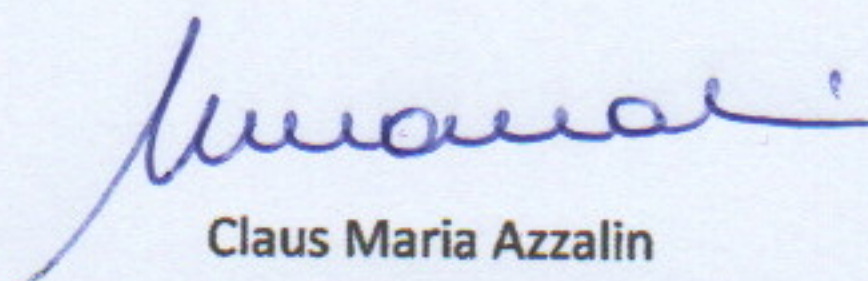
- Knowledge of the field (15%);
- Motivation to pursue a research project (4%);
- Management skills (3%);
- Command of the spoken English (3%).

The analysis and discrimination of the candidate classification in the Second Phase and total classification in both phases are presented in the table of Annex II attached to this minute.



On 16<sup>th</sup> November 2020, the jury met again to conclude the Recruitment & Selection process and write the current meeting minute.

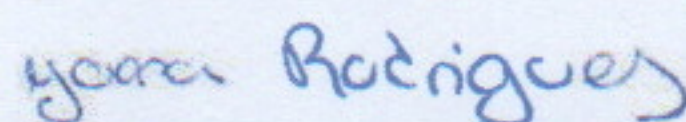
Lisbon, 16<sup>th</sup> of November, 2020



Claus Maria Azzalin



Bruno Silva



Joana Rodrigues



ANEXO I

ANNEX I - Evaluation table: Employment Contract - Ref. IMM/CT/43-2020

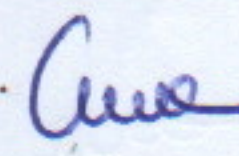
Applicants	Curricular Evaluation (50%)			Motivation Letter (25%)		Total ANNEX I	Justification
	Master's degree holder in the areas of molecular and cellular biology (10%)	At least 3 years' experience in a laboratory (10%)	Experience in cell and molecular biology techniques (eg, immunostaining and microscopy, mammalian cell culture, transfections, western blotting, quantitative PCR, etc.) and handling of tumor samples (30%)	Motivation and interest for the activities to be performed (15%)	Command of the written English language (10%)		
Cleandra Gregório Silva	10	10	24	15	8	67	The candidate has experience in manipulation of cancer samples and seems to possess a good set of technical skills, although it seems that her experience with culturing human cell lines is limited. The motivation letter shows clear interest in telomere and cancer biology and good command of English.
Sofia Duarte	10	10	22	5	10	57	The candidate has very large experience in the lab and several techniques she has learned are directly linked to the ones requested for the job. However, there is no evidence of experience with tumor samples. The motivation letter is very good and shows clear enthusiasm and organizational skills, however there is no mention to her interests for cancer and telomere biology. Command of written English is very good.
David Botequim	10	10	7	15	10	52	The applicant has an impressive skillset, however quite far from the one requested for the job. Although he seems excellent in bioengineering, his expertise in mammalian tissue culture and cell biology seems very limited. There is no evidence of experience with tumor samples. Command of written English is very good.
Joana Paixão Almeida	10	10	15	5	10	50	The applicant has experience with some of the techniques requested for the job, however it seems that her strongest skillset has been developed in a startup company focusing on nanotechnology for molecular diagnostic. There is no evidence of experience with tumor samples. Although it is possible to guess from her CV that she might be interested in cancer biology, this is not stated in her motivation letter; similarly, there is no mention to her motivation to work on telomere biology. Command of written English is very good.

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Joaquim Mota Veiga	10	10	12	5	10	47	The candidate seems to have experience with several techniques requested for the job; however, from the CV it is not possible to clearly understand her level of experience due to the fact that the acquired training is indicated as theoretical and practical, without clear specification of what was performed at the bench. There is no evidence of experience with tumor samples. The motivation letter does not state whether he has interest towards cancer and telomere biology. Command of written English is very good.
Tiago Ligeiro	10	0	17	8	10	45	The candidate shows a large repertoire of lab skills, however, from the very short CV, it appears that the longest lab experience he had (MSc in biotechnology) was mostly centered on bioengineering. There is no evidence of experience with tumor samples. The motivation letter shows interest in cancer biology and enthusiasm. However, there is no mention to the candidate's interest telomere biology. Command of written English is very good.
Rita Esteves	10	10	9	5	10	44	The candidate appears to have good experience in the lab, however the skillset she has acquired is not directly connected to the requirements of the job. While she clearly shows experience with zebrafish and biochemistry, she does not appear to have worked extensively with mammalian tissue culture and cell biology based assays. There is no evidence of experience with tumor samples. The motivation letter shows drive, however there is no mention to her interests in cancer and telomere biology. Command of written English is very good.
Anderson Carmo	10	10	7	8	8	43	The applicant has an impressive CV in terms of experience; however, the laboratory techniques that he masters appear to be far from the ones requested for the job. Specifically, a lack of experience in mammalian cell culture and cell biology is evident. Also, there is no evidence of experience with primary tumor samples. The motivation letter does not clearly state his interests in telomere biology and its connection with cancer. Command of written English is good.
André Monteiro	10	10	7	5	10	42	The applicant has a very good CV, which clearly shows his ability to lead projects. However, the techniques mastered by the candidate are far from the ones requested for the job; specifically the candidates seems to have very limited experience with mammalian cell culture and cell biology based analysis. There is no evidence of experience with tumor samples. The motivation letter does not mention his interests in cancer and/or telomere biology. Command of written English is very good.

  
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# ANEXO I

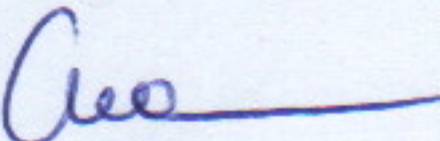
Cristiana Albuquerque	10	10	7	5	10	42	The candidate seems very motivated and has some lab experience, however from the very short CV and from the motivation letter it seems that she has no experience with mammalian tissue culture and cell biology techniques as requested for the job. There is no evidence of experience with tumor samples. The motivation letter does not clarify whether she is interested in cancer and telomere biology. Command of written English is very good.
Mariana Barbosa	10	10	7	5	10	42	The candidate clearly shows to have lab experience and proactivity. However, it is not clear from the CV which techniques she has mastered during her training. For what one can understand she has vast experience with biochemistry, however little experience with cell biology and other techniques requested for the job. There is no evidence of experience with tumor samples. The motivation letter does not state her interests in cancer and telomere biology. Command of written English is very good.
Vera Silva	10	10	7	5	10	42	The candidate has developed a very strong skillset in chemical engineering, however her experience with techniques required for the job is extremely limited. There is no evidence of experience with tumor samples. The motivation letter shows enthusiasm, however her interests in telomere and cancer biology are not stated. Command of written English is very good.
Paulo Sousa	10	10	7	5	8	40	The candidate seems to have experience in the laboratory, however the techniques that he has mastered relate largely to forensic science and toxicology. He thus seems to have very limited experience with the techniques requested for the job, including mammalian cell culture and manipulation, as well as cell biology based experiments. There is no evidence of experience with tumor samples. The motivation letter shows enthusiasm, however it is not stated whether cancer and telomere biology are among his interests. Command of written English is good.
Ahmad Mahmoudi Renani	10	10	7	4	8	39	While the applicant has experience with some laboratory techniques, they seem far from the ones requested for this position. There is no evidence of experience with tumor samples. It is also not clear from the motivation letter whether he has interest in telomere biology. Additionally, he states to be looking for a PhD position, which is not what is advertised for this job. Command of written English is good.

  
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ANEXO I

Nádia Simões da Cruz	10	0	9	5	10	34	The applicant's CV shows less than three years experience in a laboratory. Also, her work with mammalian cell culture and cell biology-based analysis of cells is limited. There is no evidence of experience with tumor samples. While her motivation letter confirms her strong background in pharmacology, her interests for cancer and telomere biology are not stated. Command of written English is very good.
Ana Rita Silva	10	0	7	5	10	32	The applicant's CV shows less than three years of experience in a laboratory. Additionally, the techniques she familiarized with seem far from the ones requested for the job as they are largely related to chemistry and microbiology. There is no evidence of experience with tumor samples. Additionally, the motivation letter does not clarify whether the applicant is interested in cancer and telomere biology. Command of written English is very good.
Beatriz Cruz	10	0	7	5	10	32	From the very short CV of the applicant, it appears that she has less than 3 years of experience in a laboratory. From the CV and motivation letter it is not possible to clearly appreciate the laboratory techniques that she masters. There is no evidence of experience with tumor samples. The motivation letter does not clearly state whether she is interested in cancer and telomere biology. Command of written English is very good.

  
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ANEXO I

ANNEX II - Evaluation table: Employment Contract - Ref. IMM/CT/43-2020

Applicants	Interview (25%)				Total ANNEX II	Justification	Total ANNEX I + ANNEX II
	Knowledge of the field (15%)	Motivation to pursue a research project (4%)	Management Skills (3%)	Command of the spoken English (3%)			
Cleandra Gregório Silva	5	4	3	1	13	The candidate showed her willingness and motivation to pursue a research project in an academic environment. She also has experience in lab management and supervision of younger scientists. However, the knowledge of the telomere and genome stability fields seems quite limited at this stage. The command of the spoken English is sufficient but likely not advanced enough to allow a swift communication with international collaborators.	80

NOTE: After interviewing the only candidate that obtained a classification equal or higher than 65% in the first phase, the jury considered that she didn't fulfilled the necessary standards set by the position goals / purpose.

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