

Sando
MHN
4F

Jury Meeting Minute

ONE POSTDOCTORAL Researcher

Reference IMM/CT/58-2020

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 (FEEI) - Programa Operacional Regional de Lisboa and National Funds (FCT-MEC) under the research project *PTDC/CVT-CVT/29161/2017 - “Importance of Extravascular Parasite Reservoirs in Cattle and Mice Laboratorial Models”* (FatReservoir).

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.
- Decree-Law nr 10-B/2020, from 20th March.

The job advert was published in EraCareers on 23rd of October of 2020, and also disseminated in iMM website.

The call was opened for 30 working days starting on 26th of October 2020 and ending on 7th of December 2020, having applied the following candidates:

- Erivelte Nascimento
- Débora de Souza
- Fabien Guegan

The applicant Erivelte Nascimento was excluded since he is not a PhD holder and for this reason he didn't send all required documents as required in the job advert.

On the 9th of December of 2020, the jury composed by Sandra Trindade (President of the Jury and Responsible for the Project), Luísa M. Figueiredo and Mariana De Niz (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Name and contact 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 (60%) based on the following criteria:
 - Executed and/or published scientific work, with special emphasis on areas related to the work plan (30%);
 - Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (30%);

- Motivation Letter (10%) based on the following criteria:
 - Motivation and interest for the activities to be performed (5%);
 - Command of the English language (5%).
- References (20%).

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, one applicant 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 10th December 2020.

- Fabien Guegan

INTERVIEW (10%)

For the interview were considered the below requirements:

- Knowledge of the field (2%)
- Interest in the proposed project (3%)
- Command of the spoken English (5%)

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, 11th of December of 2020



Sandra Trindade

(President of the Jury and Responsible for the Project)



Luísa M. Figueiredo



Mariana De Niz

Validation by the Heads of the Institution

Professor Maria-Carmo Fonseca
President of IMM

Professor Maria M. Mota
Executive Director

ANNEX I - Employment Contract - Ref. IMM/CT/58-2020

Applicants	CV (60%)										Motivation Letter (10%)					References (20%)					Total ANNEX I
	Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (30%)										Motivation and Interest for the activities to be performed (5%)					Command of the English Language (5%)					
	Scientific Publications (3%)	Letters of Recommendation (4%)	Motivation On the field (4%)	Average	Scientific Tripartite (10%)	Letters of Recommendation (10%)	Master's Degree (10%)	Average	Scientific Tripartite (3%)	Letters of Recommendation (3%)	Master's Degree (3%)	Average	Scientific Tripartite (3.00%)	Letters of Recommendation (3.00%)	Master's Degree (3.00%)	Average	Scientific Tripartite (20.00%)	Letters of Recommendation (20.00%)	Master's Degree (20.00%)	Average	
Names of Jury	22%	25%	20%	22.33%	18%	20%	20%	18.33%	4%	4%	5%	4.33%	3%	3%	3.00%	3.00%	3.00%	20.00%	20.00%	20.00%	20.00%
Delia de la Serna	The candidate has a large number of scientific publications, several as first author, publishing in journals related with the field.	The candidate has scientific publications as first author in journals. The candidate has written as first author publications and have shown experience in small grant writing in trypanosome.	The candidate has published in the area of his work plan. The candidate's professional path has completely focused on trypanosome or related organisms.	Justification	Previous experience in trypanosome cell and molecular biology (more than 5 years).	The candidate has demonstrated the ability to manipulate and therefore possesses many skills that will benefit the project.	The candidate has extensive experience in the field and is comfortable with a wide range of techniques that will be necessary for the success of the project.	Justification	Excellent motivation letter showing clear commitment within the research field and a strong knowledge in parasitology area.	Outstanding motivation letter continues research in trypanosome, excellent track record in trypanosome metabolism.	Good professional network within the field. Clear motivation to apply previous knowledge to develop and establish new methodologies.	Justification	Excellent	Excellent	Excellent	Justification	Related with the candidate CV.	Related with the candidate CV.	Related with the candidate CV.	Justification	
Adrián Góngora	The candidate has a large number of scientific publications, several as first author, publishing in journals related with the field.	The candidate has scientific publications as first author in journals. The candidate has written as first author publications and have shown experience in small grant writing in trypanosome.	The candidate has published in the area of his work plan. The candidate's professional path has completely focused on trypanosome or related organisms.	Justification	Previous experience in trypanosome cell and molecular biology (more than 5 years).	The candidate has demonstrated the ability to manipulate and therefore possesses many skills that will benefit the project.	The candidate has extensive experience in the field and is comfortable with a wide range of techniques that will be necessary for the success of the project.	Justification	Excellent motivation letter showing clear commitment within the research field and a strong knowledge in parasitology area.	Outstanding motivation letter continues research in trypanosome, excellent track record in trypanosome metabolism.	Good professional network within the field. Clear motivation to apply previous knowledge to develop and establish new methodologies.	Justification	Excellent	Excellent	Excellent	Justification	Related with the candidate CV.	Related with the candidate CV.	Related with the candidate CV.	Justification	

Susana
MIA
LA

