

## Jury Meeting Minute

### 1 RESEARCH TECHNICIAN

Reference IMM/CT/16-2021

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Research Technician to join the **Immuno-Biology & Immuno-Oncology Laboratory** coordinated by Bruno Silva-Santos, under the research project **GDT-Research Agreement**, funded by GDT Therapeutics.

The job advert was published in EraCareers on 3<sup>rd</sup> March 2021, and also disseminated in iMM website and EURAXESS Portal.

The call was opened for 10 working days starting on 4<sup>th</sup> March and ending on 17<sup>th</sup> March 2021, having applied the following candidates:

Agnieszka Borkowska	Élisa Fonseca	- Pedro Noronha
Ana Carolina Condeço	- Eugénia Machado	- Polina Kharitonova
Ana Teresa Rajado	- Harvinder Singh	- Raquel Machado
André Tomás	- Inês de Andrade Saraiva	- Richad Selemene
André Vaz Pinto Santos	- Inês Elias	- Rita Silva
António Pereira	- Inês Ventura	- Rodrigo Eduardo
Avilson Mendes	- Joana Marçal	- Rui Lopes Coelho
Beatriz Neves	- João Carlos Martins	- S. Afsar
Bruno Silva	- Jonás Marrero	- Sara Hussen
Carolina Matos	- Lindsay Kosack	- Sara Ramalhete
Carolina Piedade	- Mafalda Verdial	- Solomon Offem Iyam
Catarina Antunes	- Malika Nunes	- Tiago Alves
Cláudia Cardoso	- Margarida Lopes	- Ulises Avello
Cristiana Albuquerque	- Marta Araújo	- Vanessa Pires
Diogo Soares	- Martim Carneira	- Vincenzo Coraggio
Disha Anand	- Paulo Faria	- Vitória Pereira

The applications identified below were incomplete since the applicants didn't send all required documents and/or didn't hold the MSc degree as required in the job advert:

Agnieszka Borkowska	Bruno Silva	Pedro Noronha
André Vaz Pinto Santos	Inês Ventura	Polina Kharitonova
António Pereira	Lindsay Kosack	Sara Hussen

Thus, the jury decided for their exclusion.

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On the 26<sup>th</sup> of March 2021 the jury composed by Bruno Silva Santos, Karine Serre and Sofia Mensurado met to analyze the application documents (Motivation Letter; Detailed CV; MSc certificate; 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: 40% and Motivation Letter: 20%;

2<sup>nd</sup> Phase: Interview: 40%

### **Curriculum (40%)**

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

- Master's degree in Biology/ Biochemistry/ Biomedicine or other in Biomedical Sciences (10%);
- Experience in mammalian cell culture techniques (10%);
- Experience with molecular biology (10%);
- Experience with in vivo mouse models (10%);

### **Motivation Letter (20%)**

- Motivation and interest for the activities to be performed (10%);
- Adequacy of previous experience (10%)

The analysis 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.

The 5 applicants, identified below, who obtained a score equal and/or higher than 43% were selected for an interview. The interview took place on the 6<sup>th</sup> of April 2021.

- Ana Carolina Condeço
- Beatriz Neves
- Rita Silva
- Rui Lopes Coelho
- Vitória Pereira

### **INTERVIEW (40%)**

For the interview were considered the below requirements:

- Knowledge of the field (20%);
- Motivation to pursue a research project (10%);
- Quality of scientific discussion (10%);

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

**Lisbon, 13th of April 2021**



Karine Serre



Bruno Silva-Santos



Sofia Mensurado

## ANEXO I

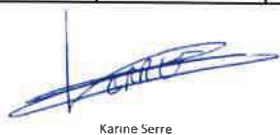
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Applicants	Curriculum Vitae (40%)				Motivation Letter (20%)		Total ANNEX I	Justification
	Master's degree in Biology/ Biochemistry/ Biomedicine or other in Biomedical Sciences (10%)	Experience in mammalian cell culture techniques (10%)	Experience with molecular biology (10%)	Experience with pre-clinical in vivo models (10%)	Motivation and interest for the activities to be performed (10%)	Adequacy of previous experience (10%)		
Ana Carolina Condeço	9	10	8	0	10	9	46	Strong experience with two of the three core areas, very strong motivation, selected for interview
Vitória Pereira	9	9	9	0	9	10	46	Strong experience with two of the three core areas, very strong motivation, selected for interview
Rui Lopes Coelho	9	9	9	0	9	9	45	Strong experience with two of the three core areas, very strong motivation, selected for interview
Beatriz Neves	8	8	8	6	6	7	43	Adequate technical skills in all three core areas, did not demonstrate specific motivation for the activities to be performed; selected for interview
Rita Silva	10	9	8	0	8	8	43	Strong experience with two of the three core areas, good motivation, selected for interview
Carolina Piedade	8	9	9	6	5	5	42	Suitable technical profile; Availability does not match the required standards; scarce demonstrated motivation to work on the topic
Marta Araújo	8	8	8	8	4	6	42	Suitable technical profile; Scarce motivation to work on the topic
Ulises Avello	8	8	8	2	9	6	41	Good motivation letter; Unclear experience with in vivo models
Eugénia Machado	8	7	7	7	5	6	40	Broad range of technical experience but demonstrated scarce motivation to work on the topic
Jonás Marrero	8	5	8	4	7	7	39	Insufficient technical experience on mammalian cell culture and in vivo models
S. Afzar	7	7	8	5	5	7	39	Broad range of technical experience but demonstrated scarce motivation to work on the topic
Carolina Matos	8	8	8	0	7	7	38	Insufficient technical experience on in vivo models, scarce motivation to work on the topic
Diogo Soares	8	8	8	0	7	7	38	Insufficient technical experience on in vivo models, scarce motivation to work on the topic
Mafalda Verdial	7	0	8	8	8	7	38	Good motivation letter; Insufficient technical experience on mammalian cell culture
Cláudia Cardoso	8	6	5	4	7	6	36	Insufficient technical experience on the relevant techniques
Margarida Lopes	8	8	6	0	8	6	36	Insufficient technical experience on molecular biology and in vivo models, scarce motivation to work on the topic
Richard Selemane	9	8	6	0	6	7	36	Insufficient technical experience on molecular biology and in vivo models, scarce motivation to work on the topic
Inês de Andrade Saraiva	7	8	6	0	7	7	35	Insufficient technical experience on molecular biology and in vivo models, scarce motivation to work on the topic
Malika Nunes	8	8	6	0	7	6	35	Insufficient technical experience on molecular biology and in vivo models, scarce motivation to work on the topic

## ANEXO I

Paulo Faria	8	8	5	0	7	6	35	Insufficient technical experience on molecular biology and in vivo models, scarce motivation to work on the topic
Solomon Offem Iyam	8	5	8	0	8	6	35	Insufficient technical experience on mamalian cell culture and in vivo models
Disha Anand	7	0	7	8	7	5	34	Insufficient technical experience on mamalian cell culture and molecular biology, scarce motivation to work on the topic
Élisa Fonseca	7	7	7	0	6	7	34	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Tiago Alves	8	6	7	0	7	6	34	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Avilson Mendes	7	6	8	0	7	5	33	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Inês Elias	7	6	6	0	7	7	33	Insufficient technical experience on molecular biology and mammalian cell culture, scarce motivation to work on the topic
Sara Ramalhete	8	4	9	0	6	6	33	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Catarina Antunes	7	8	6	0	6	5	32	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Martim Carreira	7	7	6	0	6	6	32	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Ana Teresa Rajado	6	6	7	0	6	5	30	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Cristiana Albuquerque	7	6	5	0	6	5	29	Insufficient technical experience on the relevant techniques, scarce motivation to work on the topic
Harvinder Singh	7	0	8	0	7	7	29	Lacks experience on most techniques scarce motivation to work on the topic
Vanessa Pires	7	2	7	0	6	6	28	Lacks experience on most techniques, scarce motivation to work on the topic
Joana Marçal	7	0	6	0	6	6	25	Lacks experience on most techniques, scarce motivation to work on the topic
André Tomás	7	0	7	0	6	3	23	Lacks experience on most techniques, scarce motivation to work on the topic
Raquel Machado	7	0	6	0	5	3	21	Lacks experience on most techniques, weak motivation
Rodrigo Eduardo	8	7	0	0	2	2	19	Lacks experience on most techniques, weak motivation
Vincenzo Coraggio	8	0	0	7	2	2	19	Lacks experience on most techniques, weak motivation
João Carlos Martins	7	0	0	0	5	4	16	Lacks experience on all techniques



Karine Serre



Bruno Silva-Santos



Sofia Mensurado

ANEXO II

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Applicants	Total ANNEX I (CV + Motivation Letter)	Interview (40%)			Total ANNEX II	Total ANNEX I + ANNEX II	Justification
		Knowledge of the field (20%)	Motivation to pursue a research project (10%)	Quality of Scientific Discussion (10%)			
Ana Carolina Condeço	46	17	10	8	35	81	Substantial expertise with cell culture and flow cytometry; Notable experience with gamma-delta T cells; Very good scientific argumentation; Exceptional motivation for the job.
Rui Lopes Coelho	45	18	7	9	34	79	Expertise in Tumor Immunology; Substantial experience with Molecular Biology; No experience with mouse work or organoids; Excellent scientific argumentation
Vitória Pereira	46	18	6	8	32	78	Notable experience with engineered T cells and cell culture work; proficient with flow cytometry analysis; no experience with mouse work; relative lack of molecular biology expertise
Rita Silva	43	14	7	8	29	72	Expertise in cancer biology but not Immunology; Low experience with flow cytometry; very good scientific argumentation
Beatriz Neves	43	12	8	6	26	69	Relatively low experience with molecular biology, cell culture and flow cytometry; Reasonable scientific argumentation



Karine Serre



Bruno Silva-Santos



Sofia Mensurado