

Jury Meeting Minute

1 Researcher

Reference IMM/CT/32-2021

The Instituto de Medicina Molecular João Lobo Antunes (IMM) opened a call for a Researcher position under the project *"One size fits all" unique drug to eradicate multiple viral species simultaneously from the central nervous system of co-infected individuals* (Grant Agreement number: 828774 — NOVIRUSES2BRAIN — H2020-FETOPEN-2018-2020/H2020) funded by EUROPEAN COMMISSION — Research Executive Agency.

The job advert was published in EraCareers on 30th March 2021 and also disseminated in IMM website.

The call was opened for from 30th March until 13th April 2021, having applied the following candidates:

- Daniela Santos
- Jeferson Henn
- Marco Cavaco

On 15th April, 2021, the jury composed by Professors Miguel Castanho, Ana Salomé Veiga and Íris Couto (all PhD's), met to analyze the application documents (- Motivation Letter; - Detailed CV; - MSc Degree Certificate; - 1 (one) reference letter or a reference contact) 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 (50%);
- Motivation Letter (10%);

CV (50%)

The analysis of the Curriculum Vitae took in consideration:

- MSc degree in biological or chemical sciences (5%);
- At least 4 years of full-time laboratory experience at the start of work (10%);
- Experience in brain-targeted drug development (10%);
- Previous experience with biophysical techniques (10%);
- Experience in Peptide Science (10%);
- Course of animal experimentation (5%).

Motivation Letter (10%)

The analysis of the motivation letter took in consideration the following:

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

The analysis and discrimination of each admitted 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, 1 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 16th April, 2021.

- Marco Cavaco

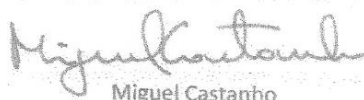
INTERVIEW (40%)

For the interview were considered the below requirements:

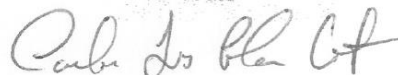
- Communication and social skills (10%);
- Spoken English (10%);
- Commitment and independent thinking (20%).

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, 16th April, 2021


Miguel Castanho


Ana Salomé Veiga

Iris Couto


ANEXO I

ANEXO I - Employment Contract Reference IMM/CT/32-2023

| Applicant | Curricular Evaluation(50%) | | | | | | | Motivation letter (10%) | | Total | Justification |
|-----------------|--|--|---|---|-------------------------------------|---------------------------------------|---|--|----|---|---------------|
| | MSc degree in biological or Chemical sciences (5%) | At least 4 years of full-time laboratory experience at the start of work (10%) | Experience in brain-targeted drug development (10%) | Previous experience with biophysical techniques (10%) | Experience in Peptide Science (10%) | Course of animal experimentation (5%) | Logical thinking, drive, independence and ambition (5%) | Previous experience necessary for successfully conducting the Project (5%) | | | |
| Marco Canaro | 5 | 10 | 6 | 5 | 7 | 5 | 4 | 4 | 46 | Master in Pharmaceutical Sciences. The candidate is finishing his PhD. The candidate shows experience in synthesis, conjugation and characterization of peptides, in some biophysical techniques and in the development of preclinical models focused in the study of brain penetration. | |
| Jefferson Herra | 5 | 10 | 4 | 4 | 0 | 0 | 4 | 3 | 30 | Master in Patologia - Genética Aplicada. PhD candidate(4th year) and researcher in natural products, cancer and toxicology. The candidate has experience in in vivo brain cancer models and in pharmacology and toxicology, focusing on new therapies using nanotechnology and natural products. The candidate shows lack of experience in peptide science and despite the in vivo research, does not mention if he has the course of animal experimentation. | |
| Daniela Santos | 5 | 10 | 1 | 2 | 0 | 5 | 4 | 2 | 29 | Master in Biomedical Sciences. The candidate is finishing her PhD. During her PhD the candidate was interested in new therapeutic approaches towards diabetic retinopathy having in mind the biological properties of polyphenols-derived metabolites and the modulation of the renin-angiotensin system. The candidate shows lack of experience in peptide science, biophysical techniques and brain targeted drug development. | |


 ACJ

ANNEX II - Employment Contract Reference IVIM/CT/32-2021

| Applicant | Curricular Evaluation + Motivation Letter (60%) | Interview (40%) | | | Total Annex II | Justification | Total Annex I + II |
|--------------|--|--|----------------------|--|-------------------|---|--------------------------|
| | | Communication and social skills (10%) | Spoken English (10%) | Commitment and Independent thinking (20%) | | | |
| Marco Cavaco | 46 | 10 | 10 | 20 | 40 | Being quite satisfactory, the performance of the candidate was graded with the maximum score. | 86 |