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**Jury Meeting Minute**  
**ONE POSTDOCTORAL Researcher**  
**Reference IMM/CT/23-2021**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term Contract**, with the funding support from National Funds (FCT) under the project ***PTDC/BIA-MOL/6624/2020 - "Assembly and functions of the mammalian telomeric deoxyribo/ribonucleoprotein particle at chromosome ends and beyond"***.

**Regulation**

- Decree-Law nr 57/2016, from 29<sup>th</sup> August, altered by Law nr 57/2017, from 19<sup>th</sup> 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 12<sup>th</sup> February in its current writing.
- Regulatory Decree Nr 11-A / 2017, of 29<sup>th</sup> December.
- Decree-Law nr 10-B/2020, from 20<sup>th</sup> March.

The job advert was published in EraCareers on 17<sup>th</sup> March 2021, and also disseminated in iMM website.

The call was opened for 30 working days starting on 19<sup>th</sup> March and ending on 30<sup>th</sup> April 2021, having applied the following candidates:

- Ana Cristina Correia Branco
- Joana Pedro Rodrigues
- Kanu Priya

On the **4<sup>th</sup> of May of 2021**, the jury composed by Claus Maria Azzalin (President of the Jury and Responsible for the Project), Sérgio de Almeida and Bruno Silva (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be relevant to prove the scientific course) 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 (70%) based on the following criteria:
  - Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%);
  - Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%).
- Motivation Letter (20%) based on the following criteria:
  - Motivation and interest for the activities to be performed (15%);
  - Command of the English language (5%).

The analysis and discrimination of each admitted 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, 1 applicant obtained a score equal and/or higher than 60%. In this case the applicant selected for an interview is identified below. The interview took place on the 6<sup>th</sup> of May 2021.

- Joana Pedro Rodrigues


#### **INTERVIEW (10%)**

For the interview were considered the below requirements:

- Communication and social skills (2%)
- Spoken English (3%)
- Grasp of the project, commitment and independent thinking (5%)

The analysis and discrimination of the 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, 6<sup>th</sup> of May of 2021**

  
Claus Maria Azzalin  
(President of the Jury and Responsible for the Project)

  
Sérgio de Almeida

  
Bruno Silva

#### **Validation by the Heads of the Institution**

  
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Professor Maria-Carmo Fonseca  
President of IMM

  
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Professor Maria M. Mota  
Executive Director

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**ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/23-2021**

Applicants	CV (70%)								Motivation Letter (20%)								Total ANNEX I
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%)				Motivation and interest for the activities to be performed (15%)				Command of the English language (5%)				
Name of Jury	Claus Maria Azzalin	Sérgio de Almeida	Bruno Silva	Average	Claus Maria Azzalin	Sérgio de Almeida	Bruno Silva	Average	Claus Maria Azzalin	Sérgio de Almeida	Bruno Silva	Average	Claus Maria Azzalin	Sérgio de Almeida	Bruno Silva	Average	
Ana Cristina Correia Branco	10%	10%	9%	<b>9,67%</b>	30%	25%	25%	<b>26,67%</b>	2,00%	5,00%	5,00%	<b>4,00%</b>	5,00%	5,00%	5,00%	<b>5,00%</b>	<b>45,33%</b>
	The candidate has an impressive publication record (35 publications) attesting her experience in the lab. However, the field of study is not related to genome stability and telomere biology.	The candidate has an impressive publication record (35 publications) attesting her experience in the lab. However, the field of study is not related to genome stability and telomere biology.	The candidate has an impressive publication record (35 publications) attesting her experience in the lab. However, the field of study is not related to genome stability and telomere biology.	The candidate has experience in several molecular biology techniques that could relate to the proposed tasks. However, there is also a lack of experience in crucial techniques including mammalian tissue culture, DNA and RNA FISH, long read sequencing of RNA and DNA. It is not clear what the referred 'telomere assay' is.	The candidate has experience in several molecular biology techniques that could relate to the proposed tasks. However, there is also a lack of experience in crucial techniques including mammalian tissue culture, DNA and RNA FISH, long read sequencing of RNA and DNA. It is not clear what the referred 'telomere assay' is.	The candidate has experience in several molecular biology techniques that could relate to the proposed tasks. However, there is also a lack of experience in crucial techniques including mammalian tissue culture, DNA and RNA FISH, long read sequencing of RNA and DNA. It is not clear what the referred 'telomere assay' is.	The candidate has experience in several molecular biology techniques that could relate to the proposed tasks. However, there is no mention at all to the subject of studies (telomere biology, genome instability, etc.), which prevents form evaluating the candidate's motivation towards the activities to be performed.	The candidate has experience in several molecular biology techniques that could relate to the proposed tasks. However, there is no mention at all to the subject of studies (telomere biology, genome instability, etc.), which prevents form evaluating the candidate's motivation towards the activities to be performed.	The candidate has experience in several molecular biology techniques that could relate to the proposed tasks. However, there is no mention at all to the subject of studies (telomere biology, genome instability, etc.), which prevents form evaluating the candidate's motivation towards the activities to be performed.	The written English is excellent.	The written English is excellent.	The written English is excellent.					
Joana Pedro Rodrigues	20%	20%	20%	<b>20,00%</b>	40%	45%	40%	<b>41,67%</b>	12,00%	15,00%	15,00%	<b>14,00%</b>	5,00%	5,00%	5,00%	<b>5,00%</b>	<b>80,67%</b>
	The candidate has worked in the field of telomere biology and genome stability for several years and has proven her familiarity and excellence in the field with papers published in high impact journals.e	The candidate has worked in the field of telomere biology and genome stability for several years and has proven her familiarity and excellence in the field with papers published in high impact journals.e	The candidate has worked in the field of telomere biology and genome stability for several years and has proven her familiarity and excellence in the field with papers published in high impact journals.e	The candidates possessed a large set of the tools that are required for the execution of the job including molecular and cellular biology, mammalian tissue culture and long read RNA sequencing. Importantly, she has applied those techniques the telomere and genome stability fields.	The candidates possessed a large set of the tools that are required for the execution of the job including molecular and cellular biology, mammalian tissue culture and long read RNA sequencing. Importantly, she has applied those techniques the telomere and genome stability fields.	The candidates possessed a large set of the tools that are required for the execution of the job including molecular and cellular biology, mammalian tissue culture and long read RNA sequencing. Importantly, she has applied those techniques the telomere and genome stability fields.	The motivation letter is very well written and highlights both experience in the filed and motivation to to perform the indicated tasks.	The motivation letter is very well written and highlights both experience in the filed and motivation to to perform the indicated tasks.	The motivation letter is very well written and highlights both experience in the filed and motivation to to perform the indicated tasks.	The written English is excellent.	The written English is excellent.	The written English is excellent.					

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Kanu Priya	8%	8%	10%	8,67%	25%	20%	20%	21,67%	1,00%	5,00%	5,00%	3,67%	3,00%	3,00%	3,00%	3,00%	37,00%
	<p>The candidate has an extensive lab experience with techniques that could be related to the proposed job. She also published 13 research papers, some of which are connected with detection of DNA damage: However, the published work does not focus on the mechanistic aspects of genome and telomere stability.</p>	<p>The candidate has an extensive lab experience with techniques that could be related to the proposed job. She also published 13 research papers, some of which are connected with detection of DNA damage: However, the published work does not focus on the mechanistic aspects of genome and telomere stability.</p>	<p>The candidate has an extensive lab experience with techniques that could be related to the proposed job. She also published 13 research papers, some of which are connected with detection of DNA damage: However, the published work does not focus on the mechanistic aspects of genome and telomere stability.</p>		<p>The candidate shows experience with some molecular biology and cytogenetic techniques that could be related to the proposed research plan. However, the section 'Technical skills' of the CV is very short and does not allow to fully appreciate the adequacy of the candidate technical skillset. Critical techniques such as DNA and RNA FISH, detection of telomere instability and DNA and RNA sequencing seem to be lacking. Knowledge in telomere biology is also not present.</p>	<p>The candidate shows experience with some molecular biology and cytogenetic techniques that could be related to the proposed research plan. However, the section 'Technical skills' of the CV is very short and does not allow to fully appreciate the adequacy of the candidate technical skillset. Critical techniques such as DNA and RNA FISH, detection of telomere instability and DNA and RNA sequencing seem to be lacking. Knowledge in telomere biology is also not present.</p>	<p>The candidate shows experience with some molecular biology and cytogenetic techniques that could be related to the proposed research plan. However, the section 'Technical skills' of the CV is very short and does not allow to fully appreciate the adequacy of the candidate technical skillset. Critical techniques such as DNA and RNA FISH, detection of telomere instability and DNA and RNA sequencing seem to be lacking. Knowledge in telomere biology is also not present.</p>		<p>The motivation letter is not outstanding. There is not reference to the work to be performed in the lab nor to the candidate's interests in telomere and genome stability biology. The letter is very short and lacks to transmit motivation and interest towards the research area.</p>	<p>The motivation letter is not outstanding. There is not reference to the work to be performed in the lab nor to the candidate's interests in telomere and genome stability biology. The letter is very short and lacks to transmit motivation and interest towards the research area.</p>	<p>The motivation letter is not outstanding. There is not reference to the work to be performed in the lab nor to the candidate's interests in telomere and genome stability biology. The letter is very short and lacks to transmit motivation and interest towards the research area.</p>		<p>Written English seems very good although the motivation letter shows lack of careful editing.</p>	<p>Written English seems very good although the motivation letter shows lack of careful editing.</p>	<p>Written English seems very good although the motivation letter shows lack of careful editing.</p>		

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**ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/23-2021**

Applicants	Interview (10%)												Total classification (Annex I + Annex II)	
	Communication and social skills (2%)				Spoken English (3%)				Commitment and independent thinking (5%)					Total ANNEX II
	Claudia Maria Azzalini	Sérgio de Almeida	Bruno Silva	Average	Claudia Maria Azzalini	Sérgio de Almeida	Bruno Silva	Average	Claudia Maria Azzalini	Sérgio de Almeida	Bruno Silva	Average		
Joana Pedro Rodrigues	2%	2%	2%	2.00%	3.00%	3.00%	3.00%	3.00%	5.00%	5.00%	5.00%	5.00%	10.00%	90.67%
	The candidate showed excellent communication skills and proved her past ability to interact with other members of the lab and supervise younger scientists.	The candidate showed excellent communication skills and proved her past ability to interact with other members of the lab and supervise younger scientists.	The candidate showed excellent communication skills and proved her past ability to interact with other members of the lab and supervise younger scientists.		The spoken English was excellent.	The spoken English was excellent.	The spoken English was excellent.		The candidate fully grasped the rationale of the project and demonstrated a proactive attitude towards its development, by not only clearly discussing the proposed approaches but also suggesting new experimental avenues.	The candidate fully grasped the rationale of the project and demonstrated a proactive attitude towards its development, by not only clearly discussing the proposed approaches but also suggesting new experimental avenues.	The candidate fully grasped the rationale of the project and demonstrated a proactive attitude towards its development, by not only clearly discussing the proposed approaches but also suggesting new experimental avenues.			