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Jury Meeting Minute

ONE POSTDOCTORAL Researcher

Reference IMM/CT/66-2021

Instituto de Medicina Molecular João Lobo Antunes (IMM) opens a call to hire a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract**, under Programa Operacional Regional de Lisboa and National Funds (FCT-MEC) under the research project **PTDC/MED-ANM/7695/2020 – Migration-based mechanisms of arteriogenesis**.

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 EURAXESS on August 27th 2021, and also disseminated in IMM website.

The call was opened for 30 working days starting on August 30th and ending on October 11th 2021, having applied the following candidates listed in alphabetic order:

- | | |
|--------------------|-----------------------|
| - Asma Ressaissi | - Maya Eldor |
| - Christian Ramos | - Mayssa Abdelwahed |
| - David Botequim | - Mohamed Bouhrim |
| - João Moura Alves | - Mohamed Zaki |
| - Jorge Antunes | - Priyodip Paul |
| - Liliana Alves | - Vahideh Assadollahi |

The applicant **Mayssa Abdelwahed** was excluded since she didn't send all required documents as required in the job advert.

On the 28th October of 2021, the jury composed by Cláudio Franco (President of the Jury and Responsible for the Project), Luísa Figueiredo and Edgar Gomes (all PhD's), analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Contact information 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 (80%) 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 (60%).
- Motivation Letter (10%) based on the following criteria:
 - Motivation and interest for the activities to be performed (5%);
 - Command of the English language (5%).

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, 3 applicants obtained a score equal and/or higher than 55%. In this case the applicants selected for an interview are identified below. The interview took place on 3rd November 2021.

- Christian Ramos
- João Moura Alves
- Liliana Alves

INTERVIEW (10%)

For the interview were considered the below requirements:

- Communication and social skills (2%)
- Spoken English (2%)
- Grasp of the project, commitment and independent thinking (6%)

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, 9th of November of 2021

Cláudio Franco
(President of the Jury and Responsible for the Project)

Luísa Figueiredo

Edgar Gomes

Validation by the Heads of the Institution

Professor Maria-Carmo Fonseca

Professor Maria M. Mota

President of IMM

Executive Director

Handwritten initials and numbers: "AF", "66", "67"

ANNEX I - Evaluating: Employment Contract - Ref. IMM/CT/66-2021

Applicants	CV (60%)								Motivation Letter (10%)								Total ANNEX	
	Curriculum vitae published scientific work, with special emphasis on areas related to the work plan (20%)				Relevant experience and relevant knowledge in the area of the proposed work plan as declared in the candidate profile (40%)				Motivation and interest for the activities to be performed (5%)				Command of the English language (5%)					
	Number of papers	Quality (range)	Index (average)	Pages (range)	Average	Quality (range)	Index (average)	Pages (range)	Average	Quality (range)	Index (average)	Pages (range)	Average	Quality (range)	Index (average)	Pages (range)		Average
Alicia Revilla	10%	6%	12%	10,00%	15,0%	15%	10%	13,13%	1,00%	1,00%	1,00%	1,00%	1,00%	1,00%	1,00%	1,00%	1,00%	29,33%
	Previous experience interesting but not related to the work plan	Low previous experience	Previous experience interesting but not related to the work plan	Intermediate experience and publication record in the field	No relevant experience for the proposed work	No relevant experience for the proposed work	No relevant experience for the proposed work	Experience in mammalian cell culture and molecular biology - No experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	No real motivation for the project	No real motivation for the project	No real motivation for the project	Low interest	Very good written english	Very good written english	Very good written english	Excellent		
Christian Ramos	15%	11%	10%	14,83%	30,0%	30%	15%	21,67%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	36,00%
	Very good track record	Senior position with an interesting track record	solid track record	Good experience and no publication record in the field	No previous experience, but good level of skills particularly in cell culture and molecular biology	No previous experience in vascular biology, but good level of skills in microscopy and molecular biology	Good level of experience in microscopy and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	very motivated	highly motivated for the project	strong motivation for the project	Extremely motivated and interested	very good written english	very good written english	very good written english	Excellent		
David Ballester	10%	10%	10%	10,00%	25,0%	25%	30%	26,67%	4,00%	4,00%	4,00%	4,00%	5,00%	5,00%	5,00%	5,00%	5,00%	45,67%
	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Intermediate experience and publication record in the field	good level of experience with techniques related to the project, but very limited mouse and vascular biology	moderate level of experience with the required techniques	moderate level of knowledge in vascular biology, but good level of experience in microscopy and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	great motivation	well motivated for the project	shows some motivation for the project	Very motivated and interested	very good written english	very good written english	very good written english	Excellent		
Joko Mulya Alvin	11%	14%	12%	13,00%	30,0%	35%	34%	33,00%	4,00%	4,00%	4,00%	4,00%	5,00%	5,00%	5,00%	5,00%	5,00%	34,00%
	Good track record	Senior position, who already got grant research work	interesting publication list but not related to the project	Good experience and no publication record in the field	experience working with cell culture and molecular biology	experience working with microscopy and molecular biology	very low knowledge in vascular biology, but good level of experience in microscopy and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - Experience in mouse work - No experience in vascular biology	great motivation	well motivated for the project	shows some motivation for the project	Very motivated and interested	very good written english	very good written english	very good written english	Excellent		
Jorge Antonio	10%	10%	10%	10,00%	15,0%	15%	15%	13,33%	1,00%	1,00%	1,00%	1,00%	3,00%	3,00%	3,00%	3,00%	3,00%	21,33%
	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Intermediate experience and publication record in the field	No relevant experience for the proposed work	No relevant experience for the proposed work	No relevant experience for the proposed work	- Some experience in mammalian cell culture and molecular biology - Some experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	moderate interest in the project	moderate interest in the project	moderate interest in the project	Moderately motivated and interested	Very good written english	very good written english	very good written english	Excellent		
Ulises Alvar	12%	14%	11%	13,67%	25,0%	40%	40%	41,67%	1,00%	1,00%	1,00%	1,00%	5,00%	5,00%	5,00%	5,00%	5,00%	41,33%
	young researcher with a good track record	young researcher with a good track record	very good track record but low experience in the field	Good experience and no publication record in the field	relevant mouse experience and good level of skills, particularly in cell culture and molecular biology	relevant mouse experience and good level of skills, particularly in cell culture and molecular biology	relevant mouse experience and good level of skills, particularly in cell culture and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - Experience in mouse work - Some experience in vascular biology	No real motivation for the project	No real motivation for the project	No real motivation for the project	Low interest	very good written english	very good written english	very good written english	Very Good		
Maya Elia	10%	10%	10%	10,00%	30,0%	25%	30%	28,33%	1,00%	1,00%	1,00%	1,00%	4,00%	4,00%	4,00%	4,00%	4,00%	43,33%
	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Intermediate experience and publication record in the field	good level of experience with techniques related to the project, but very limited mouse and vascular biology	moderate level of experience with the required techniques	moderate level of knowledge in vascular biology, but good level of experience in microscopy and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	No real motivation for the project	No real motivation for the project	No real motivation for the project	Low interest	good written english	good written english	good written english	Excellent		
Muhammad Bushaim	10%	8%	11%	9,67%	22,5%	20%	30%	24,17%	1,00%	1,00%	1,00%	1,00%	3,00%	3,00%	3,00%	3,00%	3,00%	35,83%
	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Intermediate experience and publication record in the field	Some experience working with cell culture and molecular biology, but no experience in vascular biology	Some previous experience in vascular biology, but poor experience in microscopy	moderate level of knowledge in vascular biology, but good level of experience in microscopy and molecular biology	- Some experience in mammalian cell culture and molecular biology - No experience in immunofluorescence and microscopy - Experience in mouse work - No experience in vascular biology	No real motivation for the project	No real motivation for the project	No real motivation for the project	Low interest	very good written english	very good written english	very good written english	Excellent		
Muhammad Zaki	10%	11%	12%	11,00%	25,0%	30%	25%	26,67%	1,00%	1,00%	1,00%	1,00%	3,00%	3,00%	3,00%	3,00%	3,00%	41,67%
	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Good experience and no publication record in the field	experience working with cell culture and molecular biology, but no experience in vascular biology	Some previous experience in research techniques but poor experience in vascular biology	level of knowledge in vascular biology, but good level of experience in microscopy and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	No real motivation for the project	No real motivation for the project	No real motivation for the project	Low interest	very good written english	very good written english	very good written english	Excellent		
Phaedra Paul	11%	11%	15%	14,00%	7,5%	8%	10%	8,33%	1,00%	1,00%	1,00%	1,00%	5,00%	5,00%	5,00%	5,00%	5,00%	28,33%
	Very good track record	interesting track record	solid track record	Good experience and publication record in the field	No relevant experience for the proposed work	No relevant experience for the proposed work	No relevant experience for the proposed work	- Some experience in mammalian cell culture and molecular biology - No experience in immunofluorescence and microscopy - No experience in mouse work - No experience in vascular biology	No real motivation for the project	No real motivation for the project	No real motivation for the project	Low interest	very good written english	very good written english	very good written english	Excellent		
Valiushka Asanbolaki	10%	12%	10%	10,67%	20,0%	30%	30%	23,33%	3,00%	3,00%	3,00%	3,00%	5,00%	5,00%	5,00%	5,00%	5,00%	47,00%
	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Previous experience interesting but not related to the work plan	Good experience and no publication record in the field	experience working in the cell culture and molecular biology, but no experience in vascular biology	Some previous experience in research techniques but poor experience in vascular biology	level of knowledge in vascular biology, but good level of experience in microscopy and molecular biology	Experience in mammalian cell culture and molecular biology - Experience in immunofluorescence and microscopy - Experience in mouse work - No experience in vascular biology	Moderate interest in the project	moderate interest in the project	moderate interest in the project	Moderately motivated and interested	very good written english	very good written english	very good written english	Excellent		

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ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/66-2021

Applicants	Interview (10%)												Total ANNEX II	Total classification (Annex I + Annex II)
	Communication and social skills (2%)				Spoken English (2%)				Commitment and independent thinking (6%)					
Name of Jury	Cláudio Franco	Lúcia Figueiredo	Edgar Gomes	Average	Cláudio Franco	Lúcia Figueiredo	Edgar Gomes	Average	Cláudio Franco	Lúcia Figueiredo	Edgar Gomes	Average		
Christian Ramos	2,0%	1,5%	1,5%	1,67%	2,00%	2,00%	2,00%	2,00%	4,00%	4,00%	4,00%	4,00%	7,67%	63,67%
	communicated fluently ideas and concepts	very good communication skills.	demonstrated a good level of communication and social skills	Good communication and social skills	very good level of spoken english	very good level of spoken english	very good level of spoken english	Excellent spoken english level	high interest in the project and demonstration of independent thinking	Showed independent thinking and interest in the project.	very good interest in the subject. Showed independent thinking and interest in contributing with his own ideas	Very high interest and independent thinking		
João Moura Alves				0,00%				0,00%				0,00%	0,00%	55,00%
													The candidate did not accept the invitation for interview	
Liliana Alves	1,0%	1,0%	1,0%	1,00%	1,00%	1,00%	1,00%	1,00%	1,50%	1,00%	2,00%	1,50%	3,50%	64,83%
	communicated fluently ideas and concepts	communicated fluently ideas and concepts	communicated fluently ideas and concepts	Average communication and social skills	moderate level of spoken english	moderate level of spoken english	moderate level of spoken english	Good spoken english level	moderate interest in the project. No clear demonstration of independent thinking	showed a low level of interest in the project. No clear demonstration of independent thinking	showed a moderate level of interest in the subject and independent thinking	Low interest and moderate independent thinking		

Note: In the light of the evaluation and ranking of this annex, the selection board unanimously decided that none of the candidates met the profile for the vacancy