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.
- Regulator 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
- Christian Ramos
- David Botequim
- João Moura Alves
- Jorge Antunes
- Liliana Alves
- Maya Eldor
- Mayssa Abdelwahed
- Mohamed Bouhrim
- Mohamed Zaki
- Priyodip Paul
- 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
ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/66-2021

<table>
<thead>
<tr>
<th>Applicants</th>
<th>Communication and social skills (2%)</th>
<th>Spoken English (2%)</th>
<th>Commitment and independent thinking (6%)</th>
<th>Total ANNEX II</th>
<th>Total classification (Annex I + Annex II)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of Jury</td>
<td>Claudio Franco</td>
<td>2,0%</td>
<td>2,00%</td>
<td>2,00%</td>
<td>4,00%</td>
</tr>
<tr>
<td></td>
<td>Luis FIGUEIREDO</td>
<td>1,5%</td>
<td>2,00%</td>
<td>2,00%</td>
<td>4,00%</td>
</tr>
<tr>
<td></td>
<td>Edgar GOMES</td>
<td>1,5%</td>
<td>2,00%</td>
<td>2,00%</td>
<td>4,00%</td>
</tr>
<tr>
<td></td>
<td><strong>Average</strong></td>
<td>1,67%</td>
<td>2,00%</td>
<td>2,00%</td>
<td>4,00%</td>
</tr>
<tr>
<td>Christian Ramos</td>
<td>communicated fluently ideas and concepts</td>
<td>very good communication skills, demonstrated a good level of communication and social skills</td>
<td>Good communication and social skills</td>
<td>very good level of spoken english</td>
<td>very good level of spoken english</td>
</tr>
<tr>
<td></td>
<td>0,00%</td>
<td>0,00%</td>
<td>0,00%</td>
<td>0,00%</td>
<td>0,00%</td>
</tr>
<tr>
<td>juão MOURA ALVES</td>
<td>communicated fluently ideas and concepts</td>
<td>communicated fluently ideas and concepts</td>
<td>communicated fluently ideas and concepts</td>
<td>modereate level of spoken english</td>
<td>modereate level of spoken english</td>
</tr>
<tr>
<td></td>
<td>1,00%</td>
<td>1,00%</td>
<td>1,00%</td>
<td>1,00%</td>
<td>1,00%</td>
</tr>
<tr>
<td>lina ALVES</td>
<td>communicated fluently ideas and concepts</td>
<td>communicated fluently ideas and concepts</td>
<td>Average communication and social skills</td>
<td>moderate level of spoken english</td>
<td>moderate level of spoken english</td>
</tr>
<tr>
<td></td>
<td>3,50%</td>
<td>3,00%</td>
<td>3,00%</td>
<td>3,00%</td>
<td>3,00%</td>
</tr>
</tbody>
</table>

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.