

KS.
Nuno Morais
J.S.

Jury Meeting Minute

1 Postdoctoral Researcher

Reference IMM/CT/79-2021

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire one Postdoctoral Researcher to join the Breast Cancer Laboratory coordinated by Dr Karine Serre in close collaboration with Professor Luis Costa (Head of the Oncology department of Hospital de Santa Maria), Sérgio Dias and Nuno Morais.

The job advert was published in EURAXESS.pt Portal on 25th of October of 2021, and also disseminated in iMM website and social networks.

The call was opened from 25th of October until 19th of November 2021, having applied the following candidates (identified by alphabetic order):

- | | |
|---------------------|-----------------------|
| - Christian Ramos | - Maria Teresa Mendes |
| - Diana Baxter | - Michelle Pereira |
| - Karri Chiranjeevi | - Rui Soares |
| - Kátia Mesquita | - Teresa Serafim |

On Thursday 09th of December 2021 the jury composed by Karine Serre, Sérgio Dias and Nuno Morais met to analyze the application documents (- Motivation Letter; Detailed CV; - PhD degree certificate; - Contacts of 3 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:

1st Phase: Curricular evaluation: 45% and Motivation Letter: 20%;

2nd Phase: Interview: 35%

Curriculum (45%)

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

- Background in molecular biology, RNA/DNA extraction, library preparation for sequencing, microbiology 16SRNA gene sequencing, multiplexed microscopy (15%);
- PhD in cancer biology, immune-oncology, immunology (10%);
- Publications in the area of interest (10%);
- Success in Grant writing (10%);

Weight = 45% → 4.5 (10*10%+10*15%+10*10%+10*%)

Motivation Letter (20%)

- Motivation and interest for the activities to be performed (15%);
- Command of the written English language (5%).

Weight = 20% → 2.0 (10*15%+10*5%)

The analysis and discrimination 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.

Following this, 3 applicants obtained a score equal and/or higher than 5 (out of a possible maximum of 6.5). In this case the applicants selected for an interview are identified below. The interview took place on Wednesday 15th December 2021.

- Diana Baxter
- Kátia Mesquita
- Teresa Serafim

INTERVIEW (35%)

For the interview were considered the below requirements:

- Organization skills and work ethics (5%);
- Writing and projects leadership related with IMM-Laço-HUB (5%);
- Independence to design and perform experiments (5%);
- Command of the spoken English (5%);
- Ability to prioritize decisions and tasks (5%);
- Ability to well communicate to others (5%);
- Forward thinking, can-do, pro-active attitude (5%).

Weight = 35% → 3.5 (10*5%+10*5%+10*5%+10*5%+10*5%+10*5%+10*5%)

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.

Note: The jury decided that only a candidate with a score equal and/or higher than 8 justifies to be offered the position due to the high level of tasks complexity which requires a high level of skills and knowledge in the area.

Lisbon, 25th of January 2022



Karine Serre



Sérgio Dias



Nuno Morais

ANEXO I

Employment Contract - Ref. IMM/CT/79-2021

Mano J.A.
KS J.A.

Applicants	Curriculum Vitae (45%)					Motivation Letter (20%)		Total ANNEX I		Justification
	PhD in cancer biology, immunology, immunology (10%)	Background in molecular biology, RNA/DNA extraction, library preparation for sequencing, microbiology, 16S RNA gene sequencing, multiplexed microscopy (15%)	Publications in the area of interest (10%)	Success in Grant writing (10%)	Motivation and interest for the activities to be performed (15%)	Command of the written English language (5%)	65%	MAX = 6.5		
	10%	15%	10%	10%	15%	5%				
Christian Ramos	6.00	9.00	6.00	5.00	6.00	7.00	39.00	4.30	IMM (Carmo Fonseca) PhD 2011 in microbiology (DOB 1977 - 44) The candidate has knowledge in RNA/DNA extraction, sequencing and library preparation, however, lacks knowledge in immunology and oncology. Big gap of publication between 2014 and 2021. No evidence of success in grant writing for the level of senior post-doc.	
Diana Baxter	9.00	9.00	8.00	6.00	8.00	10.00	50.00	5.35	Leeds + Cambridge Cancer Research UK PhD 2019 in Oncology, (DOB 1993 - 28) "Mechanisms of Chemotherapy Resistance in Oestrogen Receptor Positive Breast Cancer". The theme matches the aim of IMM-Laco. Very good Motivation letter. Enthusiastic and promising. The candidate has worked in Cancer Research JK (Manchester Institute) and before for the PhD University of Leeds (GB). Knowledge in RNA extraction from tumour epithelial cells (isolated by laser capture microdissection), mRNA from FFPE tumour biopsies, NanoString technologies, immunofluorescence and immunohistochemistry, manipulation of biopsy and resection samples. Investigating the role of LOX in cancer resistance to chemotherapy, usage of LOX inhibitors, work on ER+ Breast Cancer. The candidate claims that she "worked independently on and have particularly enjoyed" which is a plus.	

ANEXO I

J.A. KS *[Signature]*

Karri Chiranjeevi	3.00	3.00	3.00	3.00	3.00	6.00	21.00	2.10	Champallimaud Foundation in Computational Clinical Imaging Group (CCIG) PhD 2019 in Digital Image Processing (DOB 1981 - 40) "Current work on Semantic Segmentation for detection of Breast and Rectal cancer by Radiomics Signatures through various deep learning algorithms and deploys the trained models on local machine and AWS SageMaker" GAP between Bachelor degree 2003 and Master degree 2007. This applicant is not a Biologist but a Bioinformatician working of image processing. Not the right profile for this position.
Kátia Mesquita	8.00	7.00	8.00	8.00	8.00	8.00	47.00	5.05	Post-doc in i3BS-ICVS (Uni Minho) + 2 years Post-doc in Nottingham + PhD coimbra PhD 2016 in Oncology, (DOB 1983 - 38) : Experience in biological imaging techniques (confocal and light sheet), working with organoids and spheroids models; PhD on role of mitochondria and DNA damage responses in cancer stem cells resistance to chemotherapy. Positive points: "Being on a multidisciplinary team at Nottingham, working closely with oncologists, pathologists, nurses and seeing how can patients benefit from a more translational research was remarkable and it seems this position to work in a multidisciplinary team will be the perfect opportunity to hard work in something that is a passion. I wrote and submitted a few successful grants with my previous boss (Dr Madhusudan) on different Charity Foundation like Breast Cancer Now and Targeting Ovarian Now. I was also very active in submitting mini-projects to BMedSci students and Oncology students." Post-Genomics and Bioinformatics training; Interesting CV and motivation.
Maria Teresa Mendes	8.00	7.00	8.00	6.00	8.00	8.00	45.00	4.85	iBET-ITQB (Catarina Brito) - - DENTIST PhD 2021 in Oncology / Bioengineering and Biotechnology, (DOB 1988 - 33); PhD on Three-dimensional culture approaches to advance the representation of the tumor microenvironment in preclinical and translational research; Very good CV for Organoid Project, but not for this post-doc biologist position. Background on handling patient samples to establish patient-derived models for colorectal and ovarian cancers.

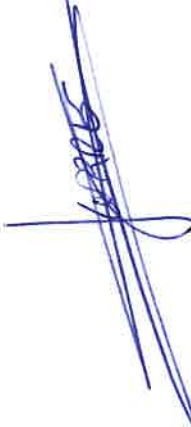
ANEXO I

J.D. KS *João Maria*

Michelle Pereira	8.00	8.00	6.00	6.00	8.00	8.00	44.00	4.80	<p>IMM (Carmo Fonseca) PhD 2017 in Oncology, (DOB 1985 - 36); PhD on mechanism of development of multidrug resistance in chemotherapy and acute leukemias. Oncology background, blood samples and tumour tissues, cell culture, DNA and RNA extraction and preparation for sequencing, among others molecular and cell biology techniques. Unclear what were the areas of investigations and Few publications and Lack of evidence of success in grant writing for the level of senior post-doc.</p>
Rui Soares	6.00	7.00	6.00	7.00	8.00	8.00	42.00	4.55	<p>Currently at Centre for Interdisciplinary Research in Animal Health (CIISA – FMVUL) PhD 2011 in HIV virology (DOB ??) . PhD with Ana Espada de Sousa > HIV/AIDS viral replication and gene expression, neurological diseases and immune system, antimicrobial peptide and gene expression and virulence. Lack background in area of interest (genomics, transcriptomics, and microbiota). Although has a cursus very out of the box: Entrepreneur/ Founder (July 2014 to December 2017) Aquaculture, Vila de Rei, Portugal. Microbiology but not Microbiota. Principal Investigator (December 2020 to August 2021) but not clear if obtained research funds.</p>
Teresa Serafim	9.00	7.00	7.00	8.00	8.00	8.00	47.00	5.05	<p>IMM (Sergio Dias) PhD 2011 in Oncology, (DOB 1980) - "Mitochondria and Cancer: Opening Pandora's Box"; Background very versatile: Breast cancer and molecular Biology, 2012 Paulo Oliveira (Coimbra) protective activity of Sirtuin 3 in cardiomyoblasts upon Doxorubicin treatment, 2015 Joao Barata (IMM) tumour genetics, metabolic alteration and signaling pathways, 2018 Sergio Dias (IMM) metabolic and mitochondrial alteration induced by cholesterol in BC metastasis. Lack knowledge on genomics/transcriptomics/microbiota but has expertise in different cellular and molecular biological techniques, especially in RT-PCR, Confocal and Fluorescent microscopy, Flow cytometry and Seahorse Biosciences, and is getting training in bioinformatics; Good publication record, writing skills, act as reviewer for good journals, obtained research project fund?</p>

João Maria Barboza Pereira

Sergio Dias

Karine Sere


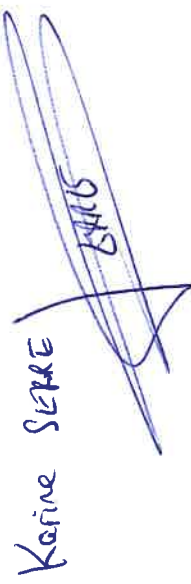
ANEXO II

Employment Contract - Ref. IMIM/CT/79-2021

J.D. KS Plus Hair

Applicants	Total ANNEX I	Interview (35%)								Total ANNEX II MAX=3.5	Justification	Total ANNEX I + ANNEX II
		Organization skills and work ethics (5%)	Writing and projects leadership related with IMIM-Laço-HUB (5%)	Independence to design and perform experiments (5%)	Command of the spoken English (5%)	Ability to prioritize decisions and tasks (5%)	Ability to well communicate to others (5%)	Forward thinking, can-do, pro-active attitude (5%)				
		5%	5%	5%	5%	5%	5%	5%				
Diana Baxter	5.35	9.00	7.00	8.00	9.00	8.00	9.00	9.00	2.95	8.30	Excellent scientific presentation showing deep knowledge of the field and conceptual scientific questions. Good handling of human samples and technical background fitting the current position.	
Kátia Mesquita	5.05	6.00	6.00	5.00	6.00	6.00	6.00	6.00	2.10	7.15	The candidate had prepared a presentation listing her professional cursus without detailing scientific achievement.	
Teresa Serafim	5.05	6.00	8.00	7.00	8.00	6.00	7.00	5.00	2.35	7.40	The candidate did not prepare a presentation of her more significant scientific achievements.	

Karine SERRE



Muno Luis Barbon Yoran



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