Jury Meeting Minute
ONE POSTDOCTORAL Researcher
Reference IMM/CT/82-2021

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 Unifixed-term contract, with the funding support from *Sistema de Apoio à Investigação Científica e Tecnológica (SAICT) –02/SAICT/2017 - Projeto de Investigação Científica e Desenvolvimento Tecnológico (IC&DT)* funded by Structural and Investment European Funds (FEEI) - Programa Operacional Regional de Lisboa and National Funds (FCT-MEC), under the project *LISBOA-01-0145-FEDER-031929 - "Adenosine levels reestablishment: new approach for the treatment of Rett Syndrome"*(AdoRett).

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 Portugal on 10th of November 2021, and also disseminated in iMM website.

The call was opened for 30 working days starting on 11th of November and ending on 24th of December 2021, having applied the following candidate:

- Cansu Sahin
- Christian Ramos
- Gisela Oliveira
- Saumen Karan

On the 28th of January of 2021, the jury composed by Maria José Diógenes (President of the Jury and Responsible for the Project), Ana Maria Sebastião and Sara Xapelli (all PhD's) met to analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be relevant) in accordance to the profile and work plan indicated in the job advert.

All admitted application was 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 (15%);
  - Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%);
  - Command of the English language (5%).

- Motivation Letter (20%) based on the following criteria:
  - Motivation and interest for the activities to be performed (20%);

The analysis and discrimination of the admitted candidates' classification in the First Phase are presented in the table of Annex I.

Following this, the applicants identified below obtained a score equal to or higher than 40% and were invited for an interview. The interviews took place on 3rd of January 2022.
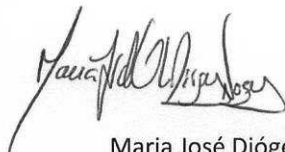
- Christian Ramos
- Gisela Oliveira

INTERVIEW (10%)

For the interview were considered the below requirements:
- Communication and social skills (2%)
- Commitment and independent thinking (2%)
- Technical independence and autonomy (6%)

The analysis and discrimination of the candidate's 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, 5th of January of 2022

Maria José Diógenes
(President of the Jury and Responsible for the Project)
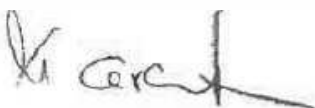
Ana Maria Sebastião

Sara Xapelli

Validation by the Heads of the Institution

Professor Maria-Carmo Fonseca
President of iMM

Professor Maria M. Mota
Executive Director

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/82-2021

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 (15%)				Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (50%)				Command of the English language 5%)				Motivation and interest for the activities to be performed (20%)				
Name of Jury	María José Diógenes	Ana María Sebastião	Sara Xapelli	Average	María José Diógenes	Ana Maria Sebastião	Sara Xapelli	Average	María José Diógenes	Ana María Sebastião	Sara Xapelli	Average	María José Diógenes	Ana María Sebastião	Sara Xapelli	Average	
	5,00%	6,00%	6,00%	5,67%	20,00%	22,00%	21,00%	21,00%	5,00%	5,00%	5,00%	5,00%	9,00%	8,00%	7,00%	8,00%	39,67%
Cansu Sahin	The candidate does not have any expertise in neuroscience field	Cansu Sahin does not have expertise in neuroscience field	The candidate does not have the required expertise in neuroscience field	Justification	The candidate has the required technical skils to perform the planned activities but she does not have any theoretical knowledge in the area of the proposed work plan.	The candidate has the required tecnhical skils to perform the planned activities but with absence theoretical knowledge in the area of the proposed work plan.	The candidate has the required skils to perform the planned activities but she does not have any theoretical knowledge in the area of the proposed work plan.	Justification	The written English is good	The written English is good	The written English is good	Justification	The motivation letter does not reveal specif motivation for the project	The motivation letter does not reveal any specific interest in the research field	The motivation letter does not reveal motivation for the project	Justification	
	11,00%	11,00%	10,00%	10,67%	20,00%	22,00%	21,00%	21,00%	5,00%	5,00%	5,00%	5,00%	15,00%	16,00%	16,00%	15,67%	52,33%
Christian Ramos	The candidate has one publication to submitt in the field of neuroscience	The candidate has one publication to be submitted in the field of neuroscience	The candidate has one publication to submitt in the field of neuroscience	Justification	The candidate does not have all the skills required to perform the planned activities. Christian has some knowlwdge in Rett syndrome.	The candidate does not have the globality of the skills required to perform the planned activities. Christian has some knowlwdge in Rett syndrome.	The candidate does not have all the skills required to perform the planned activities. Christian has some knowlwdge in Rett syndrome.	Justification	The written English is good	The written English is good	The written English is good	Justification	The motivation letter demostrated a slight interest in Rett syndrome field	The motivation letter demostrated some interest in Rett syndrome field	The motivation letter demostrated interest in Rett syndrome field	Justification	
	11,00%	10,00%	10,00%	10,33%	20,00%	22,00%	21,00%	21,00%	5,00%	5,00%	5,00%	5,00%	20,00%	18,00%	19,00%	19,00%	55,33%
Gisela Oliveira	The candidate has slight expertise in neuroscience field but she has expertise in the methods required for the present project	The candidate has slight expertise in neuroscience field but she has expertise in the methods required for the present project	The candidate has a tangencial expertise in neuroscience field but she has expertise in the methods required for the present project	Justification	The candidate has the required technical skils to perform the planned activities but she does not have theoretical knowledge in the area of the proposed work plan.	The candidate has the required tecnhical skils to perform the planned activities but she does not have theoretical knowledge in the area of the proposed work plan.	The candidate has the required tecnhical skils to performe the planned activities but she does not have theoretical knowledge in the area of the proposed work plan.	Justification	The written English is good	The written English is good	The written English is good	Justification	The motivation letter show that the candidate has motivation and skills for the tasks proposed in the project	The motivation letter show that the candidate has motivation and skills for the tasks proposed in the project	The motivation letter show that the candidate has motivation and skills for the tasks proposed in the project	Justification	
	5,00%	6,00%	6,00%	5,67%	20,00%	22,00%	21,00%	21,00%	5,00%	5,00%	5,00%	5,00%	9,00%	8,00%	7,00%	8,00%	39,67%
Saumen Karan	Although the candidate has na excellent CV he does not have work in the field of this position	Saumen Karan does not have expertise in neuroscience field	Excellent CV but no expertise in neurosciences	Justification	The candidate has the required tecnhical skils to performe the planned activities but she does not have any theoretical knowledge in the area of the proposed work plan.	The candidate has the required tecnhical skils to performe the planned activities but she does not have any theoretical knowledge in the area of the proposed work plan.	The candidate has the required tecnhical skils to performe the planned activities but she does not have any theoretical knowledge in the area of the proposed work plan.	Justification	The written English is good	The written English is good	The written English is good	Justification	The motivation letter show that does not reveal motivation for the project	The motivation letter does not reveal any specific interest in the research field	The motivation letter does not reveal motivation for the project	Justification	

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/82-2021

Applicants	Interview (10%)												Total ANNEX II	Total classification (Annex I + Annex II)
	Communication and social skills (2%)				technical independence and autonomy (6%)				Commitment and independent thinking (2%)					
Name of Jury	Maria José Diógenes	Ana Maria Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Maria Sebastião	Sara Xapelli	Average	Maria José Diógenes	Ana Maria Sebastião	Sara Xapelli	Average		
	1,00%	1,00%	1,00%	1,00%	4,00%	4,00%	4,00%	4,00%	1,00%	1,00%	1,00%	1,00%	6,00%	58,33%
Christian Ramos	the candidate showed sometimes an unclear communication	the candidate showed sometimes an unclear communication	the candidate showed sometimes an unclear communication	Justification	Medium level of independency and autonomy in primary cell cultures, crucial for the planned tasks	Medium level of independency and autonomy in primary cell cultures, crucial for the planned tasks	Medium level of independency and autonomy in primary cell cultures, crucial for the planned tasks		Medium level of independent thinking	Medium level of independent thinking	Medium level of independent thinking		Justification	
	2,00%	2,00%	2,00%	2,00%	5,00%	5,00%	5,00%	5,00%	2,00%	2,00%	2,00%	2,00%	9,00%	64,33%
Gisela Oliveira	Excellent communication and social skills	Excellent communication and social skills	Excellent communication and social skills	Justification	Very good level of independency and autonomy in primary cell cultures, crucial for the planned tasks	Very good level of independency and autonomy in primary cell cultures, crucial for the planned tasks	Very good level of independency and autonomy in primary cell cultures, crucial for the planned tasks		Gisela demonstrated very good levels of commitment and independent thinking	Gisela demonstrated very good levels of commitment and independent thinking	Gisela demonstrated very good levels of commitment and independent thinking		Justification	