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**Jury Meeting Minute**  
**ONE POSTDOCTORAL Researcher**  
**Reference IMM/CT/87-2021**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher to join the Plasmodium Infection & Anti-malarial interventions Laboratory, under the Associate Laboratory statute within funding reference **UIDB/50005/2020 BPLA 2020-2023** supported by National Funds (FCT – OE).

The job advert was published in EURAXESS Portugal on 10<sup>th</sup> of December 2021, and also disseminated in iMM website.

The call was opened for 10 working days starting on 13<sup>th</sup> of December and ending on 24<sup>th</sup> of December 2021, having applied the following candidate:

- Soraia Marques Caetano

On the 28<sup>th</sup> of December of 2021, the jury composed by Miguel Prudêncio, Maria Mota and António Mendes met to analyze the application documents (- Detailed CV; - Motivation letter; - PhD Certificate; - Contacts of 2 references) 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:

- 1st Phase: Curricular evaluation: 40% and Motivation Letter: 25%;

**Curricular Evaluation (40%)**

The curricular evaluation was based in the following criteria:

- PhD in Parasitology or related areas (5%);
- Experience in the maintenance of Plasmodium falciparum blood stage cultures (7,5%);
- Experience in the evaluation of compound activity against blood stage Plasmodium falciparum infection in vitro (5%);
- Experience in the infection of Anopheles mosquitoes with Plasmodium falciparum parasites (2,5%);
- Experience in maintenance of Anopheles mosquito colonies and their infection with Plasmodium parasites (2,5%);
- Work practice in the area of malaria research (7,5%);
- Accreditation for animal experimentation, according to FELASA's Category B recommendations (2,5%);
- Experience in the use of animal models of Plasmodium infection (2,5%);
- Knowledge of microscopy and flow cytometry techniques (2,5%);
- Lab management experience (2,5%);

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/87-2021

Applicants	Curricular Evaluation (40%)													Work practice in the area of malaria research (7.5%)								
	PhD in Parasitology or related areas (5%)				Experience in the maintenance of Plasmodium falciparum blood stage cultures (7.5%)				Experience in the evaluation of compound activity against blood stage Plasmodium falciparum infection in vitro (5%)				Experience in the infection of Anopheles mosquitoes with Plasmodium falciparum parasites (2.5%)				Experience in maintenance of Anopheles mosquito colonies and their infection with Plasmodium parasites (2.5%)					
	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	Average			
Soraia Marques Duarte	5.0%	5.0%	5.0%	5.0%	6.5%	6.8%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	1.0%	1.0%	1.0%	0.8%	0.5%	0.5%	0.7%	7.0%	7.0%	7.0%
	<p>The candidate has a PhD in Biology</p> <p>The candidate has a PhD in Biology</p> <p>The candidate has experience with blood stage cultures of Plasmodium falciparum acquired in my laboratory</p> <p>The candidate has experience with sexual blood stage cultures of Plasmodium falciparum but not sexual stage cultures of Plasmodium falciparum</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p>				<p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p>				<p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p>				<p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p> <p>The candidate has experience with drug assays against Plasmodium falciparum blood stages</p>				<p>The candidate has experience in malaria research but not in all its aspects related to the current position</p> <p>The candidate has experience in malaria research but not in all its aspects related to the current position</p> <p>The candidate has experience in malaria research but not in all its aspects related to the current position</p>					
	<b>Justification</b>				<b>Justification</b>				<b>Justification</b>				<b>Justification</b>				<b>Justification</b>					

Applicants	Curricular Evaluation (40%)													Motivation Letter (25%)			Total ANNEX I													
	Accreditation for animal experimentation, according to FELASA's Category B recommendations (2.5%)				Experience in the use of animal models of Plasmodium infection (2.5%)				Knowledge of microscopy and flow cytometry techniques (2.5%)				Lab management experience (2.5%)					Motivation and interest for the activities to be performed (17.5%)												
	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	António Mendes	Average	Miguel Priolillo	María M. Mota	António Mendes	Average		Miguel Priolillo	María M. Mota	Average										
Soraia Marques Duarte	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.0%	2.5%	2.5%	2.3%	2.0%	1.0%	1.0%	1.0%	1.3%	16.0%	14.0%	15.0%	15.0%	4.0%	6.0%	5.0%	5.0%	54.0%
	<p>The candidate is certified by Laboratory Animal Science Course for Function A (+D) (former FELASA Category B)</p> <p>The candidate is certified by Laboratory Animal Science Course for Function A (+D) (former FELASA Category B)</p> <p>The candidate is certified by Laboratory Animal Science Course for Function A (+D) (former FELASA Category B)</p> <p>The candidate is certified by Laboratory Animal Science Course for Function A (+D) (former FELASA Category B)</p>				<p>The candidate has experience in the use of rodent models of malaria research</p> <p>The candidate has experience in the use of rodent models of malaria research</p> <p>The candidate has experience in the use of rodent models of malaria research</p> <p>The candidate has experience in the use of rodent models of malaria research</p>				<p>The candidate has experience in microscopy and flow cytometry techniques</p> <p>The candidate has experience in microscopy and flow cytometry techniques</p> <p>The candidate has experience in microscopy and flow cytometry techniques</p> <p>The candidate has experience in microscopy and flow cytometry techniques</p>				<p>The candidate has experience in lab management</p> <p>The candidate has experience in lab management</p> <p>The candidate has experience in lab management</p> <p>The candidate has experience in lab management</p>				<p>The candidate displays enthusiasm for the position and contextualizes her application adequately in within her past experience</p> <p>The candidate displays enthusiasm for the position and contextualizes her application adequately in within her past experience</p> <p>The candidate displays enthusiasm for the position and contextualizes her application adequately in within her past experience</p>													
	<b>Justification</b>				<b>Justification</b>				<b>Justification</b>				<b>Justification</b>				<b>Justification</b>													

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/87-2021

Applicants	Interview (35%)										Total ANNEX II	Total classification (Annex I + Annex II)						
	Communication and social skills (10%)					Spoken English (10%)							Commitment and independent thinking (15%)					
Name of Jury	Miguel Prudêncio	Maria M. Mota	António Mendes	Average	Miguel Prudêncio	Maria M. Mota	António Mendes	Average	Miguel Prudêncio	Maria M. Mota	António Mendes	Average	Miguel Prudêncio	Maria M. Mota	António Mendes	Average		
Soraia Marques Caetano	7.5%	6.5%	7.0%	7.0%	7.5%	6.0%	8.5%	7.5%	7.3%	12.0%	13.0%	12.3%	12.0%	12.0%	12.0%	12.3%	26.7%	80.7%
	The applicant displayed appropriate communication and social skills	The applicant was able to communicate effectively during the interview	The candidate communicated effectively and displayed adequate social skills	<b>Justification</b>	The applicant displayed an acceptable of spoken English	The candidate could make herself clearly understood in English	The candidate communicated effectively in English	<b>Justification</b>	The applicant displayed great interest in the position and was able to convey the notion that she is capable of critical thinking	The candidate appears to be committed and very interested in the tasks involved in the position	The candidate showed that she has a keen interest in this position and revealed a clear ability to think independently	<b>Justification</b>						