Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of an Expert in Electron Microscopy to join the Comparative Pathology Unit (CPU), under the Associate Laboratory statute within funding reference **LA/P/0082/2020** supported by National Funds (FCT – OE).

The job advert was published in EURAXESS Portugal on 18th of February 2022 and also disseminated in IMM website.

The call was opened for 10 working days starting on 21st of February and ending on 4th of March 2022, having applied the following candidate:

- Moara Lemos

On the 8th of March 2022, the jury composed by Luísa Figueiredo, Edgar Gomes and Vanessa Morais 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.

The sole admitted applicant was analyzed according to the following selection method, which was also indicated in the job advert:

- 1st Phase: CV and experience in electron microscopy: 60%; motivation letter: 20%.

**CV and experience in electron microscopy (60%)**

The curricular evaluation was based in the following criteria:

- **PhD holder with >5 years of post-doctoral experience in Electron microscopy procedures (SEM, TEM, FIB-SEM) and techniques such as sample fixation, sample embedding, sectioning, and post-staining (20%);**
- **Experience of tackling different research questions and working in different institutional environments (15%);**
- **Experience in cryo electron microscopy, correlative light and electron microscopy (CLEM), and 3D imaging techniques such as electron tomography will be considered a very strong asset (15%);**
- **General skills in light microscopy (e.g. transmission light microscopy, fluorescent microscopy) (10%).**

**Motivation letter (20%)**

The motivation letter analysis was based in the following criteria:

- **Motivation and interest for the proposed work plan (15%);**
- **Proficiency in written English (5%).**

The analysis and discrimination of the sole admitted candidate’s classification in the First Phase of current process are presented in the table of Annex I attached to this minute.
Following the evaluation of the curricular information and motivation letter, the sole admitted candidate scored 71.67% and was invited for an interview.

**Interview (20%)**

The interview took place on 11th of March 2022 and took in consideration the following criteria:

- Verbal communication skills in English and Portuguese (2%);
- Organizational and problem-solving skills (4%);
- Interest to learn how to operate, maintain and troubleshoot electron microscopes and other related equipment (4%);
- Ability to perform tasks requiring a high degree of manual dexterity and patience (4%);
- Able to establish and maintain effective working relationships with supervisors, co-workers and users of the facility (3%);
- Demonstrated independent work as well as small-team work (3%).

The analysis and discrimination of the admitted candidate's classification in the Second Phase and total classification in both phases are presented in the table of Annex II attached to this minute.

**Lisbon, 14th of March of 2022**

Luisa Figueiredo

Edgar Gomes

Vanessa Morais
## ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/22-2022

<table>
<thead>
<tr>
<th>Applicants</th>
<th>CV and experience in electron microscopy (60%)</th>
<th>Motivation Letter (20%)</th>
<th>Total ANNEX I</th>
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<tbody>
<tr>
<td></td>
<td>PRO holder with &gt;5 years of post-doctoral experience in Electron microscopy procedures (SEM, TEM, FIB-SEM) and techniques such as sample fixation, sample embedding, sectioning, and post-staining (20%)</td>
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<td></td>
<td>Experience of tackling different research questions and working in different institutional environments (15%)</td>
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<td>General skills in light microscopy (e.g. transmission light microscopy, fluorescent microscopy) (10%)</td>
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<td></td>
<td>Motivation and interest for the activities to be performed (15%)</td>
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<td></td>
<td>Proficiency in written English (5%)</td>
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<tr>
<td><strong>Name of Jury</strong></td>
<td><strong>Luisa Figueiredo</strong></td>
<td><strong>Edgar Gomes</strong></td>
<td><strong>Vanessa Morais</strong></td>
</tr>
<tr>
<td>Ms. Lemos</td>
<td>18%</td>
<td>16%</td>
<td>18%</td>
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</tbody>
</table>

- **Ms. Lemos shows to have experienced in the relevant methodologies**: Fantastic experience that fits well the profile we are looking for.
- **Candidate has a lot of experience in FIB-SEM, SEM and TEM**: Fantastic experience that fits well the profile we are looking for.
- **Ms. Lemos has performed EM in many laboratories including Vanderlei de Sousa, a reference expert in EM in Brazil. She has worked in several labs in Brazil and France. At the Pasteur, she interacted with a high-end EM platform**: The candidate has the appropriate skills in light microscopy.
- **Ms. Lemos shows to have experienced in the relevant methodologies**: The candidate has the appropriate skills in light microscopy.
- **Candidate has a lot of experience in FIB-SEM, SEM and TEM**: Although this is not her major expertise, Ms. Lemos knows enough for this post.
- **Ms. Lemos shows to be motivated for this job, to have the right skills and a good understanding of what the post involves**: Excellent letter, convincingly showing she has the motivation and technical skills for the position.
- **Motivation Letter (20%)**
- **Proficiency in written English (5%)**

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### Motivation and Interest (15%)

**Ms. Lemos shows to have experienced in the relevant methodologies**

**Candidate has a lot of experience in FIB-SEM, SEM and TEM**

**Fantastic experience that fits well the profile we are looking for**

**Ms. Lemos has performed EM in many laboratories including Vanderlei de Sousa, a reference expert in EM in Brazil. She has worked in several labs in Brazil and France. At the Pasteur, she interacted with a high-end EM platform**

**Ms. Lemos shows to have experienced in the relevant methodologies**

**Candidate has a lot of experience in FIB-SEM, SEM and TEM**

**Fantastic experience that fits well the profile we are looking for**

**Motivation Letter (20%)**

**Proficiency in written English (5%)**

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### Total ANNEX I

**Motivation Letter (20%)**

**Proficiency in written English (5%)**

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### Justification

**Excellent** letter, convincingly showing she has the motivation and technical skills for the position.
**ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/22-2022**

Each element of the jury analyzed and rated the interview of the sole candidate and all agreed unanimously in the classification and justification given below.

| Applicants | Verbal communication skills in English and Portuguese (2%) | Organizational and problem-solving skills (4%) | Interest to learn how to operate, maintain and troubleshoot electron microscopes and other related equipment (4%) | Ability to perform tasks requiring a high degree of manual dexterity and patience (4%) | Able to establish and maintain effective working relationships with supervisors, co-workers and users of the facility (3%) | Demonstrated independent work as well as small-team work (3%) | Total | Total
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<tr>
<td>Ms Moara</td>
<td>Excellent communication skills; proficient in English</td>
<td>Justification</td>
<td>Ms Moara showed to think logically about problems and be able to find constructive solutions.</td>
<td>Ms Moara is knowledgeable of different kinds of EM microscopes. She understands that each microscope can have its &quot;personality&quot; and how important to adjust the protocols accordingly. Besides, she is well connected to EM networks such as Pasteur and EMBL.</td>
<td>Ms Moara is passionate about EM. She loves to develop microscopy methods to answer challenging questions.</td>
<td>Her former supervisor had a very high opinion of Ms Moara and explained she is a team player. The interactions with lab colleagues (students/post-docs, other PIs) was very good. Ms Moara has no experience of working in a facility.</td>
<td>Ms Moara has been able to establish networks of research in at least 4 different labs in Brazil and France, two very different culture environments. She has experience working in different kinds of biological samples and showed a great enthusiasm to learn more.</td>
<td>Ms Moara</td>
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