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Jury Meeting Minute

1 Postdoctoral Researcher

Reference IMM/CT/38-2022

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for a Postdoctoral Researcher position under the project **HR21-00605 - "Protecting the brain from metastatic breast cancer" (BREAST-BRAIN-N-BBB)**, funded by "La Caixa" Foundation.

The job advert was published in EURAXESS.Portugal on 31st of March 2022 and also disseminated in iMM website.

The call was opened for from 1st of April until 15th of April 2022, having applied the following candidates:

- Barbara Bianca Gerbelli
- Marco Cavaco
- Michelle Pereira
- **Omar Alheib**
- Shehab Elbeltagi

The applicant Omar Alheib was excluded since he didn't hold the PhD degree.

On April 19th, 2022, the jury composed Professors Miguel Castanho, Ana Salomé Veiga and Vera Neves (all PhD's), met to analyze the application documents (- Motivation Letter; - Detailed CV; - PhD Degree Certificate and contacts of 2 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: 50% and Motivation Letter: 25%.**

The Curriculum will be analyzed qualitatively in what concerns the relevance of the candidate's experience for the tasks to be performed, including executed and/or published scientific work, with special emphasis on areas related to the work plan (25%); research experience and relevant knowledge in the area of the proposed work plan as described in the candidate's profile (25%). The motivation and interest for the activities to be performed (10%), the fit between the applicant's prior experiences/expertise/relevant knowledge and the work plan (10%) and the command of the English language (5%) will be analyzed based on the Motivation Letter.

- **2nd Phase: Interview: 25%.**

The jury will select for the interview (evaluation: 25%) the candidates who obtained a minimum of 50% in the first phase of the evaluation.

Curricular Evaluation (50%)

The analysis of the Curriculum Vitae took in consideration:

- PhD in Biomedical Sciences or related areas (5%);
- Experience in protein-peptide conjugation (15%);

- Experience in biophysical approaches (10%);
- Experience in cell culture models: *in vitro* BBB models, spheroids and co-culture models (15%);
- Informatics skills (5%).

Motivation Letter (25%)

The analysis of the motivation letter took in consideration the following:

- Motivation and interest for the proposed work plan (10%);
- Previous experience necessary for successfully conducting the Project (15%).

The analysis and discrimination of each admitted candidate classification in the 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, 1 applicant obtained a score equal and/or higher than 50%. In this case, the applicant selected for an interview is identified below. The interview took place on April 20th, 2022.

- Marco Cavaco

INTERVIEW (25%)


For the interview were considered the below requirements:

- Communication and social skills (5%);
- Spoken English (5%);
- Commitment and independent thinking (15%).

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, where the applicants were ranked by order, from the highest to the lowest classification.

Lisbon, April 20th 2022


Miguel Castanho


Ana Salomé Veiga


Vera Neves

ANEXO I

ANNEX I - Employment Contract Reference IMM/CT/38-2022

Applicant	Curricular Evaluation(50%)						Motivation Letter (25%)		Total	Justification
	PhD in Biomedical Sciences or related areas (5%)	Experience in protein-peptide conjugation (15%)	Experience in biophysical approaches (10%)	Experience in cell culture models: in vitro BBB models, spheroids and co-culture models (15%)	Informatics skills (5%)	Motivation and interest for the proposed work plan (10%)	Previous experience necessary for successfully conducting the Project (15%)			
Barbara Bianca Gerbelli	0	0	10	0	0	0	0	0	10	PhD in Physics. Experience in self-assembling peptide biomaterials and interaction between biomolecules with liquid phases. Experience in biophysical approaches, such as DLS, FTIR, CD, UV-VIS, TEM and AFM. No experience in protein-peptide conjugation and cell culture. Motivation letter does not refer the project or relevant skills to successfully conduct the project.
Marco Cavaco	5	10	10	15	5	10	15	70	70	PhD in Biomedical Sciences. Experience and publications in protein-peptide conjugation. Experience in biophysical approaches, such as CD, DLS, Flow cytometry and microscopy. Experience in cell culture models, such as BBB in vitro models and cancer spheroids. Good computer skills. High interest and motivation in the work plan and prior experience fits the workplan.
Michelle Pereira	5	5	5	10	0	10	10	45	45	PhD in oncology. Experience in cell culture models, spheroids and co-culture models. No experience in vitro BBB models. Experience in establishing primary cultures of human cells. Experience in recombinant protein expression and purification. Some experience in biophysical and biochemistry approaches, such as flow cytometry, fluorescence microscopy, ELISA and WB. Interest and motivation in project.
Shehab Elbeltagi	5	0	10	5	0	10	5	35	35	PhD in medical biophysics. Experience in cell culture, lacks complex models such as spheroids, BBB models and co-culture. Experience in biophysical approaches, such as FTIR, VSM, ZP, DLS, TEM, X-ray diffraction, flow cytometry and fluorescence microscopy. Interest and motivation in project.

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ANNEX II - Employment Contract Reference IMM/CT/38-2022

Applicant	Curricular Evaluation + Motivation Letter (75%)	Interview (25%)			Total Annex II	Justification	Total Annex I + II
		Communication and social skills (5%)	Spoken English (5%)	Commitment and independent thinking (15%)			
Barbara Bianca Gerbelli	10				0	applicant obtained a score below 50%	10
Marco Cavaco	70	5	5	10	20	Good communication skills, critical thinking and good scientific knowledge to execute the proposed activities.	90
Michelle Pereira	45				0	applicant obtained a score below 50%	45
Shehab Elbeltagi	35				0	applicant obtained a score below 50%	35