



Paulo Sousa
J.S.

Jury Meeting Minute

1 Postdoctoral Researcher

Reference IMM/CT/45-2022

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for a Postdoctoral Researcher position under the project *under the project "Multi-Dimensional Cartography of the Breast Cancer Micro-Environment"*.

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 11th of April until 30th of May 2022, having applied the following candidates:

- Aman Singh
- Ana Patrícia Jesus
- Ana Teresa Matias
- António Miranda
- Hanane El Hafa
- Joana Ferreira

The following applicant was excluded since they did not fulfill all the call notice requirements:

- Ana Patrícia Jesus
- Joana Ferreira

On the 24th of June of 2022, the jury composed by Sérgio Dias, Nuno Morais and Karine Serre (all PhD's), met to analyze the application documents (- Motivation Letter; - Detailed CV; - PhD Degree Certificate and 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%.**

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

Curricular Evaluation (45%)

The analysis of the Curriculum Vitae took in consideration:

- PhD in Biological Sciences, Biomedical Sciences or Bioengineering, preferentially in Bioinformatics and/or Computational Biology (10%);
- Good programming skills, preferentially with advanced knowledge in programming in R (10%);
- Experience in bioinformatics analyses of next-generation sequencing data, preferentially transcriptomic data (15%);
- Knowledge in Statistics and Linear Algebra (10%).

Motivation Letter (20%)

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

- Motivation and interest for the proposed work plan (15%);
- Command of the written English language (5%).

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 (one) 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 the 28th of June of 2022.

- Ana Teresa Matias

INTERVIEW (35%)

For the interview were considered the below requirements:

- Knowledge of the field (7%);
- Motivation to pursue the research project (7%);
- Forward thinking, can-do, pro-active attitude (6%);
- Creativity (5%);
- Ability to communicate well to others (5%);
- Command of spoken English (5%).

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.

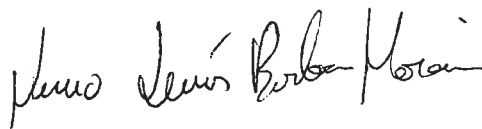
None of the candidates was considered to satisfactorily fulfill the requirements for this position.

Lisbon, 19th of July of 2022

Sérgio Dias



Nuno Morais



Karine Serre

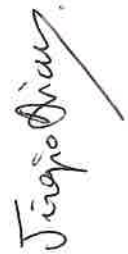


ANEXO I

ANNEX I - Employment Contract Reference IMM/CT/45-2022

Applicant	Curricular Evaluation(45%)					Motivation Letter (20%)		Total	Justification
	PhD in Biological Sciences, Biomedical Sciences or Bioengineering (Bioinformatics or Computational Biology) (10%)	Good programming skills, preferentially with advanced knowledge in programming in R (10%)	Experience in bioinformatics analyses of next-generation sequencing data, preferentially transcriptomic data (15%)	Knowledge in Statistics and Linear Algebra (10%)	Motivation and interest for the activities to be performed (15%)	Command of the written English language (5%)			
Aman Singh	10	8	0	8	7	5	38	Strong quantitative and bioinformatics skills but no experience in the analyses of next-generation sequencing data. Motivation for project biased towards the application of algorithms but no demonstration of interest on the biomedical problem or the types of data associated with the activities to be performed.	
Ana Teresa Matias	10	9	12	5	11	5	52	PhD project, interests and motivation well aligned with project's goals. Limited quantitative skills but relevant experience in the analysis of cancer transcriptomic data in R.	
António Miranda	8	8	10	5	8	5	44	Recent experience with analyses of transcriptomic (scRNA-seq) data with R. No evidence for strong quantitative background. Motivation letter centered on own skills with no mention of interest in breast cancer or in the activities associated with the project.	
Hanane El Hafa	7	2	2	2	2	4	19	Unspecific application. No specific interest or motivation in the project. Quantitative and computational knowledge, as well as experience with the analyses of NGS, limited to a couple of basic courses.	

Sérgio Dias



Nuno Morais




Karine Serre



ANNEX II - Employment Contract Reference IMM/CT/45-2022

Applicant	Interview (35%)						Total Annex II	Justification	Total Annex I + II
	Knowledge of the field (7%)	Motivation to pursue the research project (7%)	Forward thinking, can do, pro-active attitude (6%)	Creativity (5%)	Ability to communicate well to others (5%)	Command of spoken English (5%)			
Ana Teresa Matias	2	5	3	2	3	4	19	Limited mathematical knowledge. Difficulties in thinking "out of the box" and in explaining the rationale underlying decisions made in data analyses associated with previous projects.	71

Sérgio Dias



Nuno Morais



Karine Serre

