

Jury Meeting Minute
1 Postdoctoral Researcher
Reference IMM/CT/44-2022

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 8th of April until 30th of May 2022, having applied the following candidates:

- Arsalan Amirfallah
- Bruno Oliveira
- Fairen Angelin Jayakumar
- Hamid Pourianfar
- Hélio Crespo
- Lin Zhou
- Mafalda Santos
- Michelle Pereira

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

- - Bruno Oliveira

On Tuesday 14th of June 2022, the jury composed by Karine Serre, Sérgio Dias and Nuno Morais (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%)

For each criterion indicated below, a value from 1 to 10 was attributed that weighted the % indicated in parentheses in the total score. Thus under the Curriculum Vitae it was assigned the following valuation to each one of the criteria:

- PhD in cancer biology, immuno-oncology, immunology (15%);
 - Experience in whole genome/exome sequencing, 16SrRNA gene or RNA-sequencing (15%);
 - Experience in microscopy, ideally in multiplex imaging (15%);
- Weight = 45% → 4.5 (10*15%+10*15%+10*15%)**

Motivation Letter (20%)

Under the Motivation Letter it was assigned the following valuation to each one of the criteria:

- Motivation and interest for the proposed work plan (10%);
- Experience in supervising students and submitting research projects (5%);
- Previous experience necessary for successfully conducting the Project (5%).

Weight = 20% → 2.0 (10*10%+10*5%+10*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 alphabetically ranked.

Following this, 2 applicants obtained a score equal and/or higher than 50%. In this case the applicants selected for an interview are identified below. The interview took place on Wednesday 29th of June 2022.

- Lin Zhou
- Mafalda Santos

INTERVIEW (35%)

For the interview were considered the below requirements:

- Willingness to work independently to design and perform experiments (10%);
- Commitment and independent thinking, aptitude to write and lead projects (10%)
- High organization skills and strong work ethics (care, rigor, consistency, intellectual honesty) (10%);
- Proficiency in English, spoken and written, and excellent communication skills (5%);

Weight = 35% → 3.5 (10*10%+10*10%+10*10%+10*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.

Lisbon, 31st August 2022

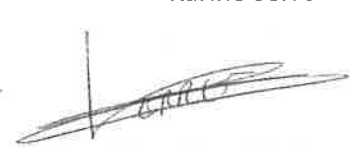
Sérgio Dias



Nuno Morais



Karine Serre



ANNEX I - Employment Contract Reference IMM/CT/44-2022

| Applicant | Curricular Evaluation(45%) | | | | Motivation Letter (20%) | | | Total | Total out of 65% | Justification |
|--------------------------|---|--|--|--|--|--|----|-------|--|---------------|
| | PhD in cancer biology, immunology, immunology (15%) | Experience in whole genome/exome sequencing, 16S rRNA gene or RNA-sequencing (15%) | Experience in microscopy, ideally in multiplex imaging (15%) | Motivation and interest for the proposed work plan (10%) | Experience in supervising students and submitting research projects (5%) | Previous experience necessary for successfully conducting the project (5%) | | | | |
| | 15% | 15% | 15% | 10% | 5% | 5% | | | | |
| Arsalan Amirfalah | 8 | 6 | 4 | 4 | 5 | 4 | 31 | 35,5 | <p>PHD 2021 (Master of Science degree in Oncology, Turkey, PhD Iceland, Few publications Motivation letter not targeted to the position, Mainly listed technical skills; No success in grant research application</p> <p>PHD 2021 Few publications Motivation letter not targeted at all to the position, Generic cover letter. No success in grant research application</p> <p>PHD 2012 Melbourne No experience in oncology Motivation letter not targeted at all to the position, Generic cover letter.</p> | |
| Faizen Angelin Jayakumar | 7 | 5 | 4 | 2 | 5 | 4 | 27 | 30,5 | <p>Motivation letter not targeted at all to the position, Generic cover letter. No success in grant research application</p> <p>PHD 2016 Lisboa Experience in oncology through the PhD, but lack of experience in all required techniques (DNA / RNA sequencing, multiplexed imaging).</p> | |
| Hamid Pourtafar | 3 | 3 | 3 | 2 | 4 | 4 | 19 | 19,5 | <p>PHD 2019 China Clinical and Surgeon in Breast Cancer who seems to look for a two year academic research. Studied in the pathology and pathophysiology laboratory. Interesting / interested motivation letter No success in grant research application but participation in Clinical research. (Project participants) (1) Phase II study of the pharmacokinetics, effectiveness and safety of Pertuzumab and Trastuzumab compound in the treatment of HER2-positive early breast cancer.</p> | |
| Hélio Crespo | 8 | 4 | 6 | 7 | 6 | 6 | 37 | 40 | <p>PHD 2018 Avicco PI of her own funded project. Experience in RNAseq, WES and proteomics data. Experience in oncology. Interesting / interested motivation letter that is targeted to the position. Experience in Research Grant writing. "In the last ICT call for projects, the project I submitted as a PI was evaluated with a 8,5, showing that I am able to deliver innovative ideas and put them on paper in a clear way" Of note: Training in entrepreneurship and clinical and non-clinical drug development</p> | |
| Maralida Santos | 8 | 8 | 6 | 10 | 8 | 8 | 48 | 51 | <p>PHD 2017 Brasil Experience in oncology Few publications Motivation letter not targeted to the position, Mainly listed technical skills. No success in grant research application</p> | |
| Michelle Pereira | 7 | 8 | 5 | 6 | 5 | 6 | 37 | 41,5 | | |

59.


ANNEX II - Employment Contract Reference IMM/CT/44-2022

| Applicant | Interview (35%) | | | | | Total Annex II | Total out of 35% | Justification | Total Annex I + II |
|----------------|--|---|---|---|----|----------------|---|---------------|--------------------|
| | Willingness to work independently to design and perform experiments (10%); | Commitment and independent thinking; Aptitude to write and lead projects (10%); | High organization skills and strong work ethics (care, rigor, consistency, intellectual honesty) (10%); | Proficiency in English, spoken and written, and excellent communication skills (5%) | | | | | |
| | 10% | 10% | 10% | 5% | | | | | |
| Lin Zhou | 9 | 8 | 9 | 7 | 33 | 29.5 | Very good candidate who would greatly benefit the project. Surgeon, in oncology and breast cancer, willing to take two years of sabbatical to perform academic research. Already participated in research as demonstrated by her few studies published. | 79.5 | |
| Mafalda Santos | 8 | 8 | 8 | 8 | 32 | 28 | Very good candidate who would greatly benefit the team and the project. Multiskilled post-doc, highly motivated, experienced in oncology, WES and RNA-seq. | 79 | |

Sumo Lin Barbero Herzi

