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, 16S rRNA gene or RNA-sequencing (15%);
- Experience in microscopy, ideally in multiplex imaging (15%);

\[
\text{Weight} = 45\% \rightarrow 4.5 \times (10\times15\% + 10\times15\% + 10\times15\%)
\]
**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%).

\[ Weight = 20\% \rightarrow 2.0 \times (10\%\times10\%+5\%\times5\%+5\%\times5\%) \]

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%).

\[ Weight = 35\% \rightarrow 3.5 \times (10\%\times10\%+10\%\times10\%+10\%\times10\%+5\%\times5\%) \]

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.

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**Lisbon, 31st August 2022**

Sérgio Dias  
Nuno Morais  
Karine Serre
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<thead>
<tr>
<th>Annex I + II</th>
<th>Distribution</th>
<th>35%</th>
<th>10%</th>
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<th>Interview (5%)</th>
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<th>70%</th>
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<td>Interviewed by the national authorities</td>
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<td>for good candidates who were informed</td>
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<td>that they could apply to the programme</td>
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<td>to correct deficiencies in the national</td>
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<td>education system, in accordance with EU</td>
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<td>70.5%</td>
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**ANNEX II - EMPLOYMENT CONTRACT REFERENCE IM/M/CT/44-2022**