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Jury Meeting Minute

1 Research Technician

Reference IMM/CT/46-2022

The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for a Research Technician 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 18th April 2022 and also disseminated in iMM website.

The call was opened for from 19th of April until 31st of May 2022, having applied the following candidates:

- | | | |
|----------------------------|----------------------------|---------------------------|
| - Aakeel Ahmad Wagay | - Carolina Neto | - Marina Bonifácio |
| - Alaa Fawaz | - Cláudia Costa | - Mayara Silva |
| - Ana Catarina Almeida | - Dalila Mexieiro | - Michelle Pereira |
| - Ana Félix | - Filipa Rodrigues Torrão | - Moustafa Khalil |
| - Ana Patricia Jesus | - Hamidreza Saljoughi | - Pedro Marreiros |
| - Andrea Moreno | - Inês Mondragão Rodrigues | - Rafael Picazo Espinosa |
| - António Carvalho | - Inês Pontinha | - Rita Gonçalves Ferreira |
| - Bárbara Costa | - Jake Cush | - Shakiba Gholami |
| - Beatriz Frutuoso Vicente | - José Gonçalves | - Vanessa Luz |
| - Bruno Martins | - Maria Manuel Valdoleiros | - Vera Gomes |
| - Bruno Oliveira | - Maria Marcelino | |
| - Carolina Borlido | - Mariana Mendes | |

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

- | | |
|---------------------------|-----------------------|
| - Alaa Fawaz | - Hamidreza Saljoughi |
| - António Carvalho | - Mayara Silva |
| - Filipa Rodrigues Torrão | - Vanessa Luz |

On Friday 10th of June 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; - 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:

- Degree in cancer biology, immuno-oncology, immunology (15%);
- Experience in DNA and RNA extraction (15%);
- Experience in staining tissue section on slides for fluorescent microscopy and acquisition (15%);

Motivation Letter (20%)

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 (10%).

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, 6 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 two consecutive days, Tuesday 28th and Wednesday 29th of June 2022.

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|------------------------|---------------------------|-------------------|
| - Ana Catarina Almeida | - Inês Pontinha | - Maria Marcelino |
| - Ana Patricia Jesus | - Maria Manuel Valdoeiros | - Pedro Marreiros |

INTERVIEW (35%)

For the interview were considered the below requirements:

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

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, 14th of July 2022


Sérgio Dias



Nuno Morais



Karine Serre



ANNEX I - Employment Contract Reference IMM/CT/46-2022

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| Applicant | Curricular Evaluation (45%) | | | Motivation Letter (20%) | | Total | % | Justification |
|----------------------|---|--|--|--|---|-------|------|--|
| | Degree in cancer biology, immuno-oncology, immunology (15%) | Experience in DNA and RNA extraction (15%) | Experience in staining tissue section on slides for fluorescent microscopy and acquisition (15%) | Motivation and interest for the proposed work plan (10%) | Previous experience necessary for successfully conducting the Project (10%) | | | |
| | 15% | 15% | 15% | 10% | 10% | | | |
| Aakeel Ahmad Wagay | 3 | 4 | 4 | 3 | 4 | 18 | 2.35 | Master's degree in Biotechnology in September, 2021. India. No experience neither clear interest in Cancer |
| Ana Catarina Almeida | 8 | 8 | 8 | 8 | 8 | 40 | 5.2 | Age 1998 (24) Master in Biomedical Investigation COIMBRA (2021) - Candida Albicans and Neutrophils Interest in Cancer and microscopy (Zeiss Cell Observer) |
| Ana Félix | 8 | 7 | 7 | 8 | 8 | 38 | 4.9 | Age 1998 (24) Master's degree in Health Sciences 2022 U. Minho. cellular metabolism and bladder cancer. Experience in DNA/RNA extraction for RT-PCR, but not NGS, neither with microscopy of tumor tissue . Poster at 28th Porto Cancer Meeting at i3S, Porto with an online poster "GPR81 in Bladder Cancer – Functional Insights" |

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|--------------------------|---|---|---|---|----|------|---|--|
| Ana Patricia Jesus | 9 | 9 | 7 | 9 | 9 | 43 | 5.55 | <p>Age 1998 (24) Integrated Master's in Biological Engineering 2017 - "Establishing a Diphtheria Toxin-sensitive system for cell ablation within the embryonic small intestine in mouse," in Germany.</p> <p>Currently she works as laboratory technician at GenoMed since 2020. "At the moment, I am a part of the Unit of Genetic Diseases and Pharmacogenetic, where I perform the diagnosis of genetic diseases using PCR and Sanger sequencing." Also worked with Leonor Saude.</p> <p>Skills Histology: preparation of samples for paraffin and cryosection processing, sectioning and staining, several techniques such as preparation of samples for further histological processing, immunohistochemistry, and fluorescence microscopy.</p> <p>Good motivation letter, targeted to the position and the project.</p> |
| Andrea Moreno | 8 | 7 | 8 | 7 | 37 | 4.85 | <p>Age 1999 (23)MSc in Biopharmaceutical Sciences 2022 at the Cancer and Stem Cell Lab - Champalimaud Foundation.Experience -DNA and RNA extraction; Immunostaining in frozen sections; -Fluorescence Microscopy;Good motivation letter, targeted to the positiononly be available after September</p> | |
| Bárbara Costa | 6 | 6 | 8 | 5 | 32 | 4.2 | <p>Age 1998 (24) TÉCNICA DE ANÁLISES CLÍNICAS E SAÚDE PÚBLICA</p> <p>Objective to work in research and join the Biologia Molecular e Genética da Faculdade de Ciências e Tecnologias da Universidade de Lisboa</p> | |
| Beatriz Frutuoso Vicente | 7 | 7 | 6 | 7 | 34 | 4.4 | <p>Age 1998 (24) Master thesis on CRISPR-Cas9 genome-wide knockouts screens 2021 Belgium Shows interest in Gene and Cellular Therapy, more than in cancer biology... What is the current position?</p> | |

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|------------------|---|---|---|---|---|----|------|---|
| Bruno Martins | 7 | 6 | 6 | 7 | 6 | 32 | 4.15 | Age 1997 (25) Master degree Lisboa 2021 thyroid malignancies |
| Bruno Oliveira | 8 | 7 | 7 | 8 | 8 | 38 | 4.9 | Master of Science, Oncology - I3S Porto. 2021 - "The impact of glycans as regulators of T cell-mediated immune response in gastrointestinal disorders" Has worked on cancer but lack experience in th project related technics, and seem interested in project managing and science dissemination. |
| Carolina Borlido | 6 | 6 | 6 | 6 | 8 | 32 | 4.1 | Age 1996 (26) Master thesis entitled "Searching for a new biomarker for Alzheimer's disease based on BDNF receptor cleavage" at Instituto de Medicina Molecular João Lobo Antunes (iMIM) - 2020 No experience in oncology or immunology Motivation letter only weakly targeted to the position |
| Carolina Neto | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | Master's Degree in Applied Biology 2020 No experience neither clear interest in Cancer e-commerce |
| Cláudia Costa | 5 | 5 | 5 | 6 | 5 | 26 | 3.35 | Masters' Degree- Human Biology and Environment - 2022 No experience neither clear interest in Cancer Did not rank work Ethics at 100% |
| Dalila Mexieiro | 8 | 6 | 5 | 7 | 7 | 33 | 4.25 | Mestrado - Medicina e Oncologia Molecular PATIMUP/13. 2019 Role of the RNA-binding protein MEX3A in intestinal carcinogenesis. Agora > Técnica de laboratório Has experience but not on the specific required technics Motivation letter targeted to the position but not so much about the subject. |

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|--------------------------|---|---|----|----|---|----|------|--|
| Inês Mondração Rodrigues | 8 | 7 | 6 | 8 | 8 | 37 | 4.75 | Age 1998 (24) Masters Degree in Molecular Biomedicine - 2021 - Aveiro - Master thesis "Effects of different Buffy Coat processing on monocyte function". i3S Has experience but not on the specific required technics |
| Inês Pontinha | 7 | 7 | 10 | 10 | 7 | 41 | 5.3 | Age 1999 (23) MSc Forensic Science - UK - 2021 Champalimaud Foundation, Molecular and Experimental Pathology lab - February 2022 to Present Project: Molecular phenotyping of Prostate Cancer microenvironment with a focus on macrophage polarization - Multiplex Immunofluorescence?? No clear what technic was used... Meeting VII Jornadas de Investigação em Oncologia - Liga Portuguesa Contra o Cancro - Bolsas Terry Fox 28th Porto Cancer Meeting - i3S – Institute for Research and Innovation in Health - Extracellular Vesicles, Cell Communication and Cancer Has little experience in Cancer but, the letter of motivation is interesting / interested |
| Jake Cush | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | MSc in Ecology and Evolutionary Biology I see my future working ... in the areas of ecology and conservation science. field experience in small mammal trapping... Assistant Scientific Officer at the Agri- Food and Biosciences Institute No experience neither clear interest in Cancer - The motivation letter is not targeted to the position or the subject. No information about the move of Portugal from Belfast. |

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|--------------------------------|---|---|---|---|---|----|------|---|
| José Gonçalves | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | <p>Master Degree in Applied Pharmacology, Faculty of Pharmacy of University of Coimbra - 2017 - now ... No title of the project...</p> <p>Created a innovative research proposal and won the LPCC-NRC grant for 1 year. With the work untitled "Research of new Biomarkers for the Renal Cell Carcinoma"</p> <p>Co-orientation of 2 students</p> <p>The motivation letter is directed to "Research Grant for the Project CRC1310" ...</p> |
| Maria Manuel Valdoleiros | 8 | 8 | 8 | 9 | 8 | 41 | 5.3 | <p>Age 1997 (25) Master's Degree Bioengineering, Molecular Biotechnology - 2021 Good motivation letter, targeted to the position and ambitious Good background for the position - 2D / 3D culture of breast cancer cell lines. Bioengineering 3D Microenvironments team in I3S-UP and worked with 3D in vitro models for breast cancer research. This was the beginning of my small contribution to the development of new strategies for breast cancer. A journey that I would love to continue as part of the IMM - Laço hub. The work developed in my research trainees involved nucleic acid extraction and sample preparation and analysis by microscopy (namely, fluorescent microscopy).</p> |

5.3. Maria Manuel
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| | | | | | | | | | <p>Age 1996 (26) Degree in Biomedical Sciences in Histochemical Pathology - 2018</p> <p>Motivation letter targeted to the position. Although no experience in cancer, has an interesting background in Histopathology and slide preparation.</p> <p>My main background is in Biomedical Sciences, more specifically in Histopathology. I worked first as an Associate Practitioner in Biomedical Sciences in Southampton, Leeds, and Sheffield (UK), where I was responsible for embedding and sectioning of FFPE tissues. DNATech Biomedical Sciences Technician in Veterinarian Pathology. Now in Portugal, I work in a Veterinary Pathology Laboratory, where I am responsible for gross dissection of samples, embedding, sectioning, and dyeing of slides.</p> |
| Maria Marcelino | 6 | 7 | 9 | 9 | 9 | 40 | 5.1 | | <p>Encontro – me atualmente no 1º ano de Mestrado em Engenharia Biomédica no Instituto Superior de Engenharia de Lisboa</p> <p>Niot clear is looking for a Master Thesis??</p> <p>No experience neither clear interest in Cancer + Motivation letter not targeted for the position or oncobiology or immuno-oncology</p> |
| Mariana Mendes | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | | <p>2016-2018 Mestrado em Bioquímica Técnica de Laboratório Imprensa Nacional Casa da Moeda -- Janeiro de 2021 até Janeiro de 2022</p> <p>Has not worked in a research lab for about 2 years?</p> <p>Foi mais especificamente nas áreas de Genética e Microbiologia que desenvolvi maior entusiasmo... transformação natural na bactéria Arcobacter butzleri.</p> <p>No experience neither clear interest in Cancer + Motivation letter not targeted for the position or oncobiology or immuno-oncology</p> |
| Michelle Pereira | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | | <p>Same application as the one for the Post-Doc biologist position.</p> |

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| Moustafa Khalil | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3.25 | Masters M2 in Cancerology - 2020 - "Mechanistic study of encapsulated and unencapsulated 4A-TEMPO nitroxide against colorectal cancer" Motivation letter not targeted for the position or oncobiology or immuno-oncology |
| Pedro Marreiros | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 40 | 5.2 | MESTRADO EM BIOLOGIA MOLECULAR E GENÉTICA - 2019 TRABALHO DE INVESTIGAÇÃO - IMM - 01/10/2020 - 22/02/2022 "Regulação da expressão do LDLR em células do cancro da mama e a sua implicação na progressão tumoral" Has experience in oncology and in working at IMM (With Sergio Dias). microscopia de fluorescência Good motivation letter, honest and directly targeted to the position and topic of the project. |
| Rafael Picazo Espinosa | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | Age 1983 (39) December 31st 2020 - present day -> Occupation or position held --> Actively unemployed. 2017 - 2019 + 2013 - 2016 --> Actively unemployed. PharmaBug BSc & MSc in Biology, with special emphasis in Microbiology and Biotechnology related subjects... I worked on the bacterial strains characterization, isolating, amplifying and sequencing their DNA to assure the best possible taxonomical identification.... Motivation letter is a list of skills but not targeted for the position or oncobiology or immuno-oncology |
| Rita Gonçalves Ferreira | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | Mestrado em Ciências Biomédicas - 2021 - Estágio Curricular na área da Virologia Estudo do HIV no Sistema Nervoso Central. Atualmente estou também inscrita no Mestrado em Comunicação de Ciência da Faculdade de Ciências Sociais e Humanas da Universidade NOVA de Lisboa. Lack of experience in oncology or the techniques required for the project |

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|-----------------|---|---|---|---|---|---|----|------|--|
| Shakiba Gholami | 5 | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | Master degree in molecular genetics at the University of Minho. (ICVS) in Braga. "Immunoexpression profile of hypoxia-inducible factor (HIF) targets in pre-malignant and malignant oral lesions: A pilot study". No clear interest in Cancer Motivation letter is a list of subject and skills not targeted for the position or oncobiology or immuno-oncology |
| Vera Gomes | 5 | 5 | 5 | 5 | 5 | 5 | 25 | 3.25 | Master's degree in Molecular Genetics at the University of Minho - 2022 - "Analysis of epigenetic regulators in sperm cells from patients with male infertility" - (human sperm), nucleic acids and protein extraction, quantitative PCR in real time and immunofluorescence. No experience neither clear interest in Cancer Motivation letter is a list of subject and skills not targeted for the position or oncobiology or immuno-oncology |

Lisbon, 14th of July 2022

Sérgio Dias

Nuno Morais

Karine Serre

ANNEX II - Employment Contract Reference IMM/CT/46-2022

| Applicant | Interview (35%) | | | | Total Annex II | % | Justification | Total Annex I + II | Total % |
|-------------------------|--|---|--|---|----------------|------|--|--------------------|---------|
| | Willingness to work independently to design and perform experiments (10%); | Proficiency in English, spoken and written, and excellent communication skills (5%) | High organization skills and strong work ethics (care, rigor, consistency, intellectual honesty) (10%) | Commitment and independent thinking (10%) | | | | | |
| Ana Catarina Almeida | 10% | 5% | 10% | 10% | 31 | 2.7 | Well organised and structured presentation. Good understanding of the work done. Interest in cancer research. Looking forward to pursuing a PhD. A little shy and uncomfortable at some moments | 71 | 7.9 |
| Ana Patricia Jesus | 8 | 8 | 7 | 6 | 28 | 2.4 | Good presentation, an understanding of the questions and the interpretation of the results of the master thesis. Hesitated about what is being assessed at Genomed in the genomic disease service. | 71 | 7.95 |
| Inês Pontinha | 7 | 8 | 6 | 6 | 26 | 2.2 | The presentation was very succinct (3 slides). No results were presented. The candidate seems more inclined for a work in communication, or forensic than research. Master degree 13 | 67 | 7.5 |
| Maria Manuel Valdoeiros | 9 | 9 | 9 | 9 | 36 | 3.15 | Good presentation of the master thesis. Knowledge on immunofluorescent microscope imaging, realisation of spheroids and 3D culture of primary breast cancer cells. Demonstrated a good maturity and long-term goal. Looking forward to pursuing a PhD, and looking for the right subject. A good match for the project. | 77 | 8.45 |
| Maria Marcelino | 7 | 7 | 7 | 7 | 28 | 2.45 | Looking forward to do a Master degree. The most junior candidate. | 68 | 7.55 |
| Pedro Marreiros | 7 | 6 | 7 | 6 | 26 | 2.3 | Nicely organised presentation. Need to work the english. | 66 | 7.5 |

Lisbon, 14th of July 2022

Sérgio Dias



Nuno Morais



Karine Serre



Evaluation Table calculation explanation

Each candidate is given a value between 1 to 10 for each criterion distributed in the 3 categories CV, motivation letter and interview.

The candidate classification is done with one column termed “total” that is the mere total sum of all the scores that are given for each criterion. The column termed “%” takes into account the weight attributed to each criterion, e.g. its importance as measured by the % it represents in the final score. Thus, the 1 to 10 score is multiplied by the attributed % for the criterion, and all these values are summed to give a final score out of 10.

Curricular Evaluation (45%)

- Degree in cancer biology, immuno-oncology, immunology (15%);
- Experience in DNA and RNA extraction (15%);
- Experience in staining tissue section on slides for fluorescent microscopy and acquisition (15%).

Weight – 45% > 4,5 (10*15%+10*15%+10*15%)

Motivation Letter (20%)

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

Weight – 20% > 2,0 (10*10%+10*10%)

INTERVIEW (35%)

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

Weight – 35% > 3,5 (10*10%+10*5%+10*10%+10*10%)

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