The Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for a Research Technician position 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
- Alaa Fawaz
- Ana Catarina Almeida
- Ana Félix
- Ana Patrícia Jesus
- Andrea Moreno
- António Carvalho
- Bávara Costa
- Beatriz Frutuoso Vicente
- Bruno Martins
- Bruno Oliveira
- Carolina Borido
- Carolina Neto
- Cláudia Costa
- Dalila Mexeiro
- Filipa Rodrigues Torrão
- Hamidreza Saljoughi
- Inês Mondragão Rodrigues
- Inês Pontinha
- Jake Cush
- José Gonçalves
- Maria Manuel Valdoleiros
- Maria Marcelino
- Mariana Mendes
- Marina Bonifácio
- Mayara Silva
- Michelle Pereira
- Moustafa Khalil
- Pedro Marreiros
- Rafael Picazo Espinosa
- Rita Gonçalves Ferreira
- Shakiba Gholami
- Vanessa Luz
- Vera Gomes

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

- Alaa Fawaz
- António Carvalho
- Filipa Rodrigues Torrão
- Hamidreza Saljoughi
- Mayara Silva
- 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.

- Ana Catarina Almeida
- Ana Patricia Jesus
- Inês Pontinha
- Maria Manuel Valdoleiros
- Maria Marcelino
- 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

<table>
<thead>
<tr>
<th>Applicant</th>
<th>Curricular Evaluation (45%)</th>
<th>Motivation Letter (20%)</th>
<th>Total</th>
<th>%</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Degree in cancer biology, immuno-oncology, immunology (15%)</td>
<td>Experience in staining tissue section on slides for fluorescent microscopy and acquisition (15%)</td>
<td>Motivation and interest for the proposed work plan (10%)</td>
<td>Previous experience necessary for successfully conducting the Project (10%)</td>
<td>Justification</td>
</tr>
<tr>
<td>Aakeel Ahmad Wagay</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>10%</td>
<td>10%</td>
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<tr>
<td>Ana Catarina Almeida</td>
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<tr>
<td>Ana Félix</td>
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<tr>
<td>Name</td>
<td>Year(s)</td>
<td>Age</td>
<td>Course/Project Description</td>
<td>Notes</td>
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<tr>
<td>Ana Patricia Jesus</td>
<td>1998</td>
<td>24</td>
<td>Integrated Master's in Biological Engineering 2017 - &quot;Establishing a Diphtheria Toxin-sensitive system for cell ablation within the embryonic small intestine in mouse,&quot; in Germany. Currently she works as laboratory technician at GenoMed since 2020. &quot;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.&quot; Also worked with Leonor Saude. 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. Good motivation letter, targeted to the position and the project.</td>
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<tr>
<td>Andrea Moreno</td>
<td>1999</td>
<td>23</td>
<td>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 position. Only be available after September</td>
<td></td>
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<tr>
<td>Báárbara Costa</td>
<td>1998</td>
<td>24</td>
<td>TÉCNICA DE ANÁLISES CLÍNICAS E SAÚDE PÚBLICA</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Objective to work in research and join the Biologia Molecular e Genética da Faculdade de Ciências e Tecnologias da Universidade de Lisboa</td>
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</tr>
<tr>
<td>Beatriz Frutuoso Vicente</td>
<td>1998</td>
<td>24</td>
<td>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?</td>
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<tr>
<td>Name</td>
<td>Age</td>
<td>Score</td>
<td>Experience</td>
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<tr>
<td>Bruno Martins</td>
<td>32</td>
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<td>Master degree Lisboa 2021 thyroid malignancies</td>
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<td>Bruno Oliveira</td>
<td>38</td>
<td>8</td>
<td>Master of Science, Oncology - I3S Porto. 2021 - &quot;The impact of glycans as regulators of T cell-mediated immune response in gastrointestinal disorders&quot; Has worked on cancer but lack experience in the project related technics, and seem interested in project managing and science dissemination.</td>
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<tr>
<td>Carolina Borlido</td>
<td>32</td>
<td>6</td>
<td>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 (iMM) - 2020 No experience in oncology or immunology Motivation letter only weakly targeted to the position</td>
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<tr>
<td>Carolina Neto</td>
<td>25</td>
<td>5</td>
<td>Master’s Degree in Applied Biology 2020 No experience neither clear interest in Cancer e-commerce</td>
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</tr>
<tr>
<td>Cláudia Costa</td>
<td>26</td>
<td>5</td>
<td>Masters’ Degree- Human Biology and Environment - 2C22 No experience neither clear interest in Cancer Did not rank work Ethics at 100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dalila Mexieiro</td>
<td>33</td>
<td>8</td>
<td>Mestrado - Medicina e Oncologia Molecular PATIMUP/13. 2019 Role of the RNA-binding protein MEX3A in intestinal carcinogenesis Agora &gt; 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.</td>
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<tr>
<td>Inês Mondragão Rodrigues</td>
<td>8</td>
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<td>6</td>
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<tr>
<td>Inês Pontinha</td>
<td>7</td>
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<td>10</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Jake Cush</td>
<td>5</td>
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</tbody>
</table>

**Inês Mondragão Rodrigues**

- 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**

- 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**

- 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.

[Signature]
<table>
<thead>
<tr>
<th>Name</th>
<th>Age</th>
<th>Degree</th>
<th>Motivation Letter</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td>José Gonçalves</td>
<td>5</td>
<td>Master's Degree in Applied Pharmacology, Faculty of Pharmacy of University of Coimbra - 2017 - now ... No title of the project...</td>
<td>Created a innovative research proposal and won the LPCC-NRC grant for 1 year. With the work untitled &quot;Research of new Biomarkers for the Renal Cell Carcinoma&quot; Co-orientation of 2 students The motivation letter is directed to &quot;Research Grant for the Project CRC1310&quot;...</td>
<td></td>
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<tr>
<td>Maria Manuel Valdoleiros</td>
<td>8</td>
<td>Master's Degree Bioengineering, Molecular Biotechnology - 2021</td>
<td>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).</td>
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<tr>
<td>Name</td>
<td>Age</td>
<td>Degree</td>
<td>Motivation</td>
<td>Experience</td>
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<tr>
<td>Maria Marcelino</td>
<td>9</td>
<td>40</td>
<td>5.1</td>
<td>Biomedical Sciences in Histocellular Pathology - 2018</td>
</tr>
<tr>
<td>Mariana Mendes</td>
<td>5</td>
<td>25</td>
<td>3.25</td>
<td>Biomedical Sciences in Southampton, Leeds, and Sheffield (UK), where I was responsible for embedding and sectioning of FFPE tissues. DNA Tech 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 dying of slides.</td>
</tr>
<tr>
<td>Marina Bonifácio</td>
<td>5</td>
<td>25</td>
<td>3.25</td>
<td>Neither clear interest in Cancer + Motivation letter not targeted for the position or oncology or immuno-oncology</td>
</tr>
<tr>
<td>Michelle Pereira</td>
<td>5</td>
<td>25</td>
<td>3.25</td>
<td>Same application as the one for the Post-Doc biologist position.</td>
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<td>Name</td>
<td>Score</td>
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<tr>
<td>Moustafa Khalil</td>
<td>5</td>
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<tr>
<td>Pedro Marreiros</td>
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<tr>
<td>Rafael Picazo Espinosa</td>
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<tr>
<td>Rita Gonçalves Ferreira</td>
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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

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). Microscopy de fluorescência
Good motivation letter, honest and directly targeted to the position and topic of the project.

Age 1983 (39)
December 31st 2020 – present day -> Occupation or position held --> 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

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 technics required for the project
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<th>25</th>
<th>3.25</th>
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<tbody>
<tr>
<td>Shakiba Gholami</td>
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<tr>
<td>Vera Gomes</td>
<td>5</td>
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<td>5</td>
<td>5</td>
<td>25</td>
<td>3.25</td>
</tr>
</tbody>
</table>

Master degree in molecular genetics at the University of Minho (ICVS) in Braga. “Immunocomplex 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.

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

[Signatures]
<table>
<thead>
<tr>
<th>Applicant</th>
<th>Willingness to work independently and perform experiments (30%)</th>
<th>Communication skills (I20%)</th>
<th>Proficiency in English, spoken and written, and excellent communication skills (120%)</th>
<th>Total %</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ana Carolina Alvesia</td>
<td>8</td>
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<td>24</td>
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<tr>
<td>Ana Patricia Alves</td>
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<td>Inês Pinto</td>
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<td>8</td>
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<tr>
<td>Maria Marus McDowell</td>
<td>9</td>
<td>9</td>
<td>9</td>
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<tr>
<td>Pedro Matos</td>
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</table>

**Total %**
- 72
- 72
- 72
- 77
- 68

**Justification**
- Well-organized and structured presentation, Good understanding of the work done, Interest in career development
- Understanding of the questions asked and the interpretation of the results of the master thesis were excellent.
- The presentation was very succinct (11 slides). No results were presented.
- Demonstrated a good maturity and long-term goal. Looking forward to pursuing a PhD.
- Nicely organized presentation, need to work the English.
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%)