INSTITUTO DE MEDICINA MOLECULAR JOÃO LOBO ANTUNES
Av. Professor Egas Moniz
Ed. Egas Moniz
1649-028 Lisboa
Phone: +351 217 999 411
Fax: +351 217 999 412

Jury Meeting Minute
Reference of Fellowship IMM/BII/14-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for one initiation research fellowship with the funding support from the European Molecular Biology Organization under the project “Young Investigator Programme Small Grant Application”.

The ad was published at EURAXESS Portugal Portal on 4th of May 2022 and also disseminated in iMM website. The call was opened from 5th of May until 18th of May 2022 and during which the following applicant applied:

✓ Hamidreza Saljoughi
✓ Imran Hashmi
✓ Joel Indi

The following applications were considered ineligible since they did not fulfill all the call notice requirements:
✓ Imran Hashmi

On the 19th of May 2022 the jury composed by Nuno Morais, Claus Azzalin and Miguel Casanova Parente (all PhD’s), met to analyzed the application documents (Motivation Letter, Detailed CV, MSc degree Certificate, Contacts of two references) in accordance to the profile and work plan indicated in the job advert:

Work Plan and Objectives:
- Development of pipelines of bioinformatics analysis of transcriptomic data generated by next-generation long-read sequencing platforms, namely Oxford Nanopore, to quantify annotated transcripts and perform reference-free identification of open reading frames and encoded proteins from long reads.
- Docker containerization of the aforementioned pipelines.

Candidate’s Profile:
- Master degree holder in Bioinformatics, Informatics, Sciences or Engineering fields.
- Experience in the usage of command-line interface operating systems, namely Unix-based.
- Knowledge in programming and scripting.
- Experience in bioinformatics analyses of next-generation long read sequencing transcriptomic data, namely from Oxford Nanopore Technologies.
- Fluency in written and spoken English.

Application documents: - Motivation letter; - Detailed CV; - MSc Degree certificate; - 2 Reference Letter;
The non-compliance with these requirements determines the immediate rejection of the application.

In the case the applicant does not have yet the required degree certificate, a declaration of honor stating the conclusion of the necessary qualifications for the purposes of this process will be accepted and must be sent by the end date of the call.

Selection Method: The selection will be made based on CV 50% and Interview 50%. Candidates that obtained a score equal or higher that 60% for the summed criteria’s of CV, Motivation Letter and References will be invited to the Interview stage.
Curricular Analysis (50%)

The curricular analysis took in consideration:

- Master degree holder in Bioinformatics, Informatics, Sciences or Engineering fields (10%);
- Motivation Letter (10%);
- Experience in the usage of command-line interface operating systems, namely Unix-based (5%);
- Knowledge in programming and scripting (5%);
- Experience in bioinformatics analyses of next-generation long read sequencing transcriptomic data, namely from Oxford Nanopore Technologies (10%);
- Knowledge in Docker image creation and management of Docker containers (10%).

Interview (50%)

Following this, one applicant with at least 30% classification in the first phase, Joel Indi, was invited for an interview. The interview took place on 20th of May 2022. For the interview, the jury considered the following criteria:

- Proficiency in spoken English (10%);
- Demonstration of proficiency in the required informatic and bioinformatic skills (10%);
- Ability to plan activities for the good execution of the workplan (15%);
- Motivation and attitude towards teamwork (15%).

The analysis and discrimination of the admitted candidate's classification in the Second phase and total classification in both phases of this process are presented in Annex II attached to current minute.

The jury decided unanimously to select candidate Joel Indi, given that he demonstrated to have all the skills needed for the execution of the proposed workplan.

Lisbon, 24th of May 2022

Nuno Morais (iMM)

Claus Azzalin (iMM)

Miguel Casanova Parente (iMM)
<table>
<thead>
<tr>
<th>Applicant</th>
<th>Master degree holder in Bioinformatics, Informatics, Sciences or Engineering fields (10%)</th>
<th>Motivation Letter (18%)</th>
<th>Experience in the usage of command line interface operating systems, namely Unix-based (5%)</th>
<th>Knowledge in programming and scripting (5%)</th>
<th>Experience in bioinformatics analysis of next-generation long read sequencing transcriptomic data, namely from Oxford Nanopore Technologies (10%)</th>
<th>Knowledge in Docker image creation and management of Docker containers (10%)</th>
<th>Total</th>
<th>Justification</th>
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<tbody>
<tr>
<td>Hamidreza Saljoughi</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>8</td>
<td>No demonstration of required informatic skills or any experience with sequencing data. No specific mention for the proposed project, that does not involve microbiology.</td>
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<tr>
<td>Joel Badl</td>
<td>10</td>
<td>7</td>
<td>5</td>
<td>5</td>
<td>10</td>
<td>3</td>
<td>40</td>
<td>Adequate training, with proficiency in the required bio-informatic skills. Considerable experience in analysis of next-generation long read sequencing transcriptomic data, namely from Oxford Nanopore platforms.</td>
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<td>Applicant</td>
<td>Interview (50%)</td>
<td>Total Annex II</td>
<td>Total Annex 1 + Annex II</td>
<td>Justification</td>
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<td>Hamidreza Saljoughi</td>
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| Joel Indi       | 8               | 9              | 13                       | 43                                                                           | Good communication in English and ease with required skills. Good motivation, 
                                                                            |                                                                              |                                                                              | 83                                                                           | Good demonstration of ability to work in a team. |