(signatures)
Nuno Morais
Patrícia Napoleão

Jury Meeting Minute
ONE Researcher with PhD
Reference IMM/CT/66-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Researcher with PhD correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract** within the project **UIDB/50005/2020** with the funding support from FCT/MCTES through national funds (PIDDAC).

Regulation

- Decree-Law nr 57/2016, from 29th August, altered by Law nr 57/2017, from 19th July, that approves a Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas (RJEC).
- Portuguese Labor Law, approved by Law nr 7/2009, from 12th February in its current writing.
- Regulatory Decree Nr 11-A / 2017, of 29th December.
- Decree-Law nr 109-A/2021, from 7th of December.

The job advert was published in EURAXESS Portal on 7th of June 2022, and also disseminated in iMM website.

The call was opened for 30 working days starting on 8th of June 2022 and ending on 21st of July 2022, having applied the following candidates:

- Ingrid Romero Bispo
- Varash Shamsakhzari
- Yash Girish Pandya

The candidates Ingrid Bispo and Varash Shamsakhzari were excluded since they do not hold the PhD degree as required for this position in the job ad.

On the 22 of July of 2022, the jury composed by Patrícia Napoleão (President of the Jury), Sofia Marques and Nuno Morais (all PhD's), analyzed the application documents
(- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be relevant to prove the scientific course - optional) 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:

- **Curriculum Vitae (80%) based on the following criteria:**

a) PhD in Biology or Biomedical Sciences (20%);
b) Experience in biological and pharmaceutical research as post-doc in Molecular Biology (15%);
c) Capacity to understand the CDM laboratory work, with demonstrated experience in Molecular Biology, and also de administrative work (15%);
d) Knowledge of clinical trials, preferentially with ICCH E6 (R2) Good Clinical Practice Certificate (10%);

e) Programming skills, preferentially using R and Python, knowledge of Machine Learning and Deep Neural Networks (10%);
f) Communication, presentation of results and data visualizations skills (10%).

- **Motivation Letter (10%) based on the following criteria:**

a) Motivation and interest for the activities to be performed (5%);
b) Command of the English language (5%).

The analysis and discrimination of the sole admitted candidate classification in the First Phase of the process are presented in the table of Annex I.

Since the sole candidate scored at least 40% in the First Phase, the jury invited him for an Interview. The interview took place on 25 July 2022.

The interview (10%) had in consideration the following criteria:
a) Adequacy of the profile towards the proposed work plan (5%);
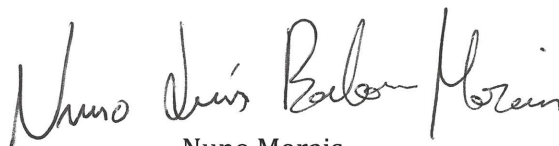b) Data science skills (2.5%);
c) Motivation for the work (2.5%).

Lisbon, 27th of July of 2022

Patrícia Napoleão
(President of the Jury)

Sofia Marques

Nuno Morais

Validation by the Heads of the Institution

Professor Maria M. Mota	Professor Bruno Silva Santos
Executive Director of iMM	Vice President of iMM

ANNEX I - Employment Contract - Ref. IMM/CT/66-2022

Applicants	Curriculum Analysis (80%)																											Motivation Letter (10%)								Total ANNEX I
	PhD in Biology or Biomedical Sciences (20%)				Experience in biological and pharmaceutical research as post-doc in Molecular Biology (15%)				Capacity to understand the CDM laboratory work, with demonstrated experience in Molecular Biology, and also be administrative work (15%)				Knowledge of clinical trials, preferentially with ICCH E6 (R2) Good Clinical Practice Certificate (10%)				Programming skills, preferentially using R and Python, knowledge of Machine Learning and Deep Neural Networks (10%)				Communication, presentation of results and data visualizations skills (10%)				Motivation and interest for the activities to be performed (5%)				Command of English language (5%)				
Name of Jury	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	
	20,00%	20,00%	20,00%	**20,00%**	14,50%	14,50%	14,50%	**14,50%**	15,00%	15,00%	15,00%	**15,00%**	10,00%	10,00%	10,00%	**10,00%**	9,00%	9,00%	9,00%	**9,00%**	9,50%	9,50%	9,50%	**9,50%**	4,50%	4,50%	4,50%	**4,50%**	5,00%	5,00%	5,00%	**5,00%**	87,50%
Yash Girish Pandya	PhD in Biology: Universidade Nova de Lisboa, Lisbon, Portugal (Carried out at Instituto Gulbenkian de Ciência)			Justification	30 month experience has Post-Doctoral Researcher in Molecular Biology			Justification	* Aware of the workflow regarding both lab work and administrative tasks and am confident that I would be able to effectively liaison with the team to translate their requirements into actionable goals - Volunteer in the IMM covid task force			Justification	ICH Good Clinical Practice E6 (R2) (The Global Health Network, August 2019)			Justification	* Data Science Starters Academy (Lisbon Data Science Academy, April 2022) - Deep Learning Specialization (Deepl.earning ai, via Coursera, May 2022 - Sources			Justification	* 9 oral presentations plus 7 poster presentations - GraphPad Prism (statistical analysis and graphing software) - Data visualization skills			Justification	* "excellent opportunity (...) to combine my passion for healthcare, my interest in biological research and my skills in data analysis visualization"; - "Institute which I enjoyed working at in the past makes the role even more attractive".			Justification	* Native proficiency in English			Justification	

ANNEX II - Employment Contract - Ref. IMM/CT/66-2022

Applicants	Interview (10%)												Total ANNEX II	Total ANNEX I + ANNEX II
	Adequacy of the profile towards the proposed work plan (5%)				Data science skills (2,5%)				Motivation for the work (2,5%)					
Name of Jury	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average	Patrícia Napoleão	Sofia Marques	Nuno Morais	Average		
	4,50%	4,50%	4,50%	**4,50%**	2,50%	2,50%	2,50%	**2,50%**	2,50%	2,50%	2,50%	**2,50%**	**9,50%**	**97,00%**
Yash Girish Pandya	Adequate profile in data anlyasis and molecular biology; previous experience in COVID-19 Task Force - knowledge about workflow of data; good communication skills			Justification	Adequate skills for the work; whilling to learn			Justification	Motivated			Justification		

Nuno Luís Barbosa Morais

Sofia Marques

Patrícia Napoleão