

Jury Meeting Minute
Postdoctoral Researcher
Reference IMM/CT/67-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an **Unfixed-term contract** within the project *PTDC/MED-QUI/1947/2020 "Reversible Covalently Binding PROTACs Technology for Protein Degradation in Cancer Therapy"* with the funding support from National Funds (FCT-MEC).

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 26th of June 2022, and also disseminated in iMM website.

The call was opened for 30 working days starting on 27th of June 2022 and ending on 5th of August 2022, having applied the following candidates:

- Ana Raquel Ligeiro Coelho
- Hélio João dos Santos Crespo

On the 18 of August of 2022, the jury composed by Professors Gonçalo Bernardes (President of the Jury and Responsible for the Project), Bruno Oliveira and Marta Marques (all PhD's) met to analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate).

All admitted applications were analyzed according to the following selection method, which was also indicated in the job advert:

- **Curriculum Analysis (70%) based on the following criteria:**
 - a) Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);
 - b) Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (60%).

- **Motivation Letter (20%) based on the following criteria:**
 - a) Motivation and interest for the activities to be performed (15%);
 - b) Command of the English language (5%).

The analysis and discrimination of each candidate classification in the First Phase are presented in the table of Annex I where all admitted applicants were ranked by alphabetic order.

Following this, 1 applicant obtained a score equal and/or higher than 80%. In this case the applicant selected for an interview is identified below. The interview took place on 21 of August 2022.

- Ana Raquel Ligeiro Coelho

- **INTERVIEW (10%)**

For the interview were considered the below requirements:

- Communication and social skills (2%)
- Spoken English (2%)
- Grasp of the project, commitment and independent thinking (6%)

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.

Lisbon, 01st of September 2022



Gonçalo Bernardes
(President of the Jury and responsible for the project)



Bruno Oliveira

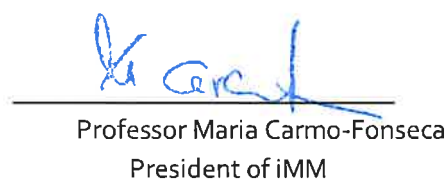


Marta Marques

Validation by the Heads of the Institution



Professor Maria M. Mota
Executive Director of IMM




Professor Maria Carmo-Fonseca
President of IMM

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/67-2022

Applicants	CV (70%)										Motivation Letter (20%)					Total ANNEX I					
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%)					Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (60%)					Motivation and interest for the activities to be performed (15%)						Command of the English language (5%)				
	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques		Average				
Ana Raquel Ligeiro Coelho	9% Quality of the published work is of great interest. High impact factor journal.	8% Relevant publications and one book chapter.	8% Published work of high relevance. One publication in a very high impact factor journal (IF=20,565)	8,33%	50% Proved experience in all the required fields for the work plan; Interesting work developed in the cancer field	55% Extensive experience in all the required fields. Relevant work in cancer and molecular	55% Extensive experience in all the required fields	53,33%	15% Main focus of acquired skills. Demonstrated interest in the group and project	15% Demonstrated interest in the current project and other research from the group	15% strong motivation for the proposed tasks demonstrated	15,00%	5% Advanced	5% Advanced	5% Advanced	5,00%					
Hélio João dos Santos Crespo	6% Some publications in journals and books. Only 2 first author papers	5% 6 publications in peer reviewed journals. Not much related to the work plan	5% Some publications, lower impact factors	5,33%	30% Not experienced with cancer research	30% Experience in some of the requirements. No demonstrated experience with	25% Research experience with weak relevance for the work plan	28,33%	15% Demonstrated interest in the project	12% Motivation for the proposed project	15% Demonstrated interest in the project	14,00%	5% Advanced	5% Advanced	5% Advanced	5,00%					
																	81,67%				
																		52,67%			



Gonçalo Bernardes




ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/67-2022

Applicants	Interview (10%)														Total ANNE X II	Total classificatio n (Annex I + Annex II)	
	Communication and social skills (2%)				Spoken English (2%)				Commitment and independent thinking (6%)								
	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average	Gonçalo Bernardes	Bruno Oliveira	Marta Marques	Average					
Ana Raquel Ligeiro Coelho	2%	2%	2%	2,00%	2,00%	2,00%	2,00%	very good	very good	very good	2,00%	5,00%	5,00%	5,00%	5,00%	5,00%	90,67%
	very good	very good	very good	Justification	very good	very good	very good	Justification	Justification	Justification	Justification	Justification	Independent thinking and commitment to the project were shown during the interview	Independent thinking and commitment to the project were shown during the interview	Independent thinking and commitment to the project were shown during the interview	5,00%	Justification
Hélio João dos Santos Crespo	0%	0%	0%	0,00%	0%	0%	0%	no selected for interview	no selected for interview	no selected for interview	0,00%	0,00%	0%	0%	0%	0,00%	52,67%
	no selected for interview	no selected for interview	no selected for interview	Justification	no selected for interview	no selected for interview	no selected for interview	Justification	Justification	Justification	Justification	Justification	no selected for interview	no selected for interview	no selected for interview	0,00%	Justification





Gonçalo Bernardes