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Jury Meeting Minute
Reference of Fellowship IMM/BII/28-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for one research fellowship under the project *"Plasmodium infection of 3D hepatic cell cultures"*, with the funding support from Instituto de Biologia Experimental e Tecnológica (IBET).

The ad was published at EURAXESS Portugal Portal on 5th of August 2022 and also disseminated in iMM website.
The call was opened from 8th of August until 22nd of August 2022 and during which the following applicant applied:

- ✓ Inês Borges
- ✓ Isabel Procesi
- ✓ Mandana Hosseini
- ✓ Raquel Azevedo
- ✓ Zohreh Lasjerdi

The following application did not meet the call notice requirements:
- ✓ Mandana Hosseini

On the 29th August 2022 the jury composed by Miguel Prudêncio, Diana Fontinha and Helena Nunes-Cabaço (all PhD's), met to analyze the application documents (Motivation Letter, Detailed CV, MSc degree Certificate, 2 reference contacts. in accordance to the profile and work plan indicated in the job advert.

Work Plan and Objectives: The Fellow will be involved in the characterization of whole-organism vaccine candidates against malaria, including, but not limited to:
- Characterization of transgenic *Plasmodium* parasites by immunofluorescence microscopy;
- Assessment of the hepatic and mosquito infectivity of genetically modified *Plasmodium* parasites;
- Immunization of animal models and assessment of immune responses;
- Functional assays of inhibition of *Plasmodium* infection.

Candidate's Profile:
- MSc degree holder in Biology or related areas (mandatory);
- Experience in *in vitro* and *in vivo* models of *Plasmodium* infection (mandatory);
- License for animal experimentation equivalent to FELASA Category B (mandatory);
- Experience in whole-organism vaccines against malaria (mandatory);
- Experience in animal model immunization assays;
- Experience in quantitative PCR, immunofluorescence microscopy, and ELISA;
- Experience in *Plasmodium* transmission-blocking assays;
- Fluency in English;

Application documents: - Motivation letter; - Detailed CV; - MSc Degree certificate; - 2 Reference Contacts;
The non-compliance with these requirements determines the immediate rejection of the application.
In 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 was made based on Curricular evaluation (65%) and interview (35%). Interviews would only be carried out for applicants who had obtained at least 50% in the Curricular evaluation.*

Curricular Evaluation (65%)

The curricular analysis took in consideration:

- MSc degree holder in Biology or related areas (5%);
- Experience in *in vitro* and *in vivo* models of *Plasmodium* infection (10%);
- Licence for animal experimentation equivalent to FELASA Category B (10%);
- Experience in whole-organism vaccines against malaria (5%);
- Experience in animal model immunization assays (5%);
- Experience in quantitative PCR, immunofluorescence microscopy, and ELISA (10%);
- Experience in *Plasmodium* transmission-blocking assays (5%);
- Motivation letter's clarity and adequacy for the position (15%)

The analysis and discrimination of the admitted candidate' classification is the First phase of this process are presented in Annex I attached to current minute.

Interview (35%)

Following this, the jury decided to invite for an interview the applicant that scored at least 50% in the first phase. The candidate is identified below:

- Raquel Azevedo

The interview took place on the 1st September 2022 and it was based in the criteria indicated below:

a) Adequacy of the track record of the candidate to the work plan (10%);
b) Scientific curiosity and motivation for the proposed activities (10%);
c) Command of the English language (7,5%);
d) Proactivity and ability to work in a team (7,5%)

The analysis and discrimination of the candidate's classification in the Second phase and total classification and ranking is presented in Annex II.

At this stage, the selected candidate is the one with the highest score.
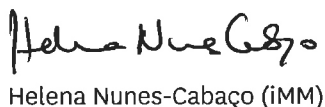
Lisbon, 2nd September 2022

Miguel Prudêncio (iMM)

Diana Fontinha (iMM)

Helena Nunes-Cabaço (iMM)

ANNEX I - Fellowship Reference IMM/BII/28-2022

Applicant	Curricular Analysis (65%)								Total	Justification
	MSc degree holder in Biology or related areas (5%)	Experience in in vitro and in vivo models of Plasmodium infection (10%)	Licence for animal experimentation equivalent to FELASA Category B (10%)	Experience in whole-organism vacines against malaria (5%)	Experience in animal model immunization assays (5%)	Experience In quantitative PCR, immunofluorescence microscopy, and ELISA (10%)	Experience in Plasmodium transmission-blocking assays (5%)	Motivation Letter (15%)		
Inês Borges	5	0	5	0	2	5	0	2,5	19,5	The candidate displays relevant expertise in some of the techniques required for this position, but lacks mandatory experience in research on Plasmodium or malaria. Her letter of motivation is completely general and does not mention the project or institution she is applying for.
Isabel Procesi	5	5	5	0	2,5	5	0	12,5	35	The candidate has experience in relevant techniques, including molecular parasitology and PCR, but does not indicate any experience in other essential techniques, such as immunofluorescence microscopy. She does not clarify whether she holds a licence for animal experimentation. Her letter of motivation is well-written and convincing.
Raquel Azevedo	5	10	10	5	2,5	7,5	5	7,5	52,5	The candidate presents relevant experience in most of the experimental techniques required for this position, as evidenced by her publication record. She holds a personal licence for animal experimentation. She does not clearly state the extent of her experience in immunization assays and ELISA experiments. Her letter of motivation is short and does not convey a clear notion of the candidate's specific interest in this position.
Zohreh Lasjerdi	5	0	7,5	0	2,5	7,5	0	12,5	35	The candidate displays relevant expertise in some of the techniques required for this position, including qPCR and ELISA, but lacks mandatory experience in research on Plasmodium or malaria, as well as in techniques such as immunofluorescence microscopy. She indicates experience in the use of animal models, but does not present evidence of a personal licence for animal experimentation. Her letter of motivation is well-written.

ANNEX II - Fellowship Reference IMM/BII/28-2022

Applicant	Interview (35%)				Total Annex II	Total Annex I + Annex II	Justification
	Adequacy of the track record of the candidate to the work plan (10%)	Scientific curiosity and motivation for the proposed activities (10%)	Command of the **English language** (7,5%)	Proactivity and ability to work in a team (7,5%)			
Inês Borges					0	19,5	
Isabel Procesi					0	35	
Raquel Azevedo	10	8,5	6,5	6	31	83,5	The candidate's track record very adequately fits the position's requirements. She displays the necessary experimental skills and drive to carry out the project successfully. She has an excellent command of the English language and presented evidence of proactivity and ability for team work.
Zohreh Lasjerdi					0	35	