

INSTITUTO DE MEDICINA MOLECULAR JOÃO LOBO ANTUNES

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Jury Meeting Minute

Reference of Fellowship IMM/BII/29-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for an Initiation Research Fellowship with the funding support from IBET, through the research project "*Infection of human primary hepatocytes by Plasmodium parasites*" (Collaboration iMM Lisboa – IBET).

The ad was published at EURAXESS Portugal Portal on 12th August 2022 and also disseminated in iMM website.

The call was opened from 16th of August 2022 until the 29th August 2022, during which the following applicants applied:

- ✓ Catarina Rôla
- ✓ Inês Sá Borges
- ✓ Yogalakshmi Krishnamoorthy

On the 5th of September 2022 the jury composed by Dr. Miguel Prudêncio, Dr. Diana Fontinha and Dr. Helena Nunes-Cabaço (all from iMM), met to analyze the application documents (-Motivation Letter; - Detailed CV; - BSc / MSc certificate; - Contacts of 2 references.) in accordance to the profile and work plan indicated in the job advert.

Work Plan and Goals:

Maintenance of Plasmodium falciparum facility, including:

- o Ensuring the maintenance of Plasmodium falciparum blood stage cultures;
- o Infection, maintenance and dissection of Anopheles mosquitoes with Plasmodium falciparum;
- o Management and maintenance of the laboratory's Plasmodium falciparum parasite lines;
- o Training other laboratory members and facility users on basic Plasmodium falciparum blood stage culture technics and provide specific experimental assistance when required;
- o Manage access to and keep track of activities performed by other laboratory members in the Plasmodium falciparum facility;

Participation in the Anopheles mosquito insectary's activities, including:

- o Maintenance of the Anopheles mosquito colony;
- o Production and maintenance of Anopheles mosquitoes for infection with Plasmodium parasites;
- o Infection and dissection of Anopheles mosquitoes with rodent malaria Plasmodium parasites;

Perform drug and antibody activity assays, including:

- o Assessment of drug and antibody activity against Plasmodium falciparum blood stages;
- o Standard membrane feeding assays;

Laboratory Management activities, including

- o General management and maintenance of Plasmodium falciparum facility and Anopheles insectary's equipment and stocks.

Candidate's Profile: - BSc or MSc in Biology, Parasitology or related areas (mandatory); - Experience in the maintenance of Plasmodium falciparum blood stage cultures (mandatory);- Knowledge of evaluation of compound activity against blood stage Plasmodium falciparum infection in vitro (highly desirable);- Experience in the infection of Anopheles mosquitoes with Plasmodium falciparum parasites (mandatory);- Experience in maintenance of Anopheles mosquito colonies and their infection with Plasmodium parasites (highly desirable);- Work practice in the area of malaria research (mandatory);- Accreditation for animal experimentation, according to FELASA's Category B recommendations (highly desirable);- Experience in the use of animal models of Plasmodium infection;- Knowledge of microscopy and flow cytometry techniques (preferred);- High sense of responsibility, organization, and a methodical approach to work;- Dynamic and pro-active attitude, team spirit, and ability to think critically;- Excellent communication skills and ability to interact constructively with different types of personalities and professional ranks;- Proficiency in spoken and written English; The international experience of the candidates, although not a determining criterion for selection, will be valued.

Necessary Documents for Application: - Motivation Letter; - Detailed CV; - BSc / MSc certificate (please check the "NOTE" in Fellowship recipients); - Contacts of 2 references.

Selection Method: Curriculum Evaluation (50%), Letter of motivation (20%) and Interview (30%). 1st Phase: Curriculum Evaluation: 50% and Letter of motivation: 20%; 2nd Phase: Interview: 30%. Only selected candidates who score a minimum of 50% in phase 1 will be interviewed.

CURRICULUM EVALUATION (50%)

The analysis of the Curriculum Vitae took in consideration:

- BSc or MSc in Biology, Parasitology or related areas (5%);
- Experience in the maintenance of Plasmodium falciparum blood stage cultures (5%);
- Knowledge of evaluation of compound activity against blood stage Plasmodium falciparum infection in vitro (5%);
- Experience in maintenance of Anopheles mosquito colonies and their infection with Plasmodium parasites (5%);
- Work practice in the area of malaria research (5%);
- Accreditation for animal experimentation, according to FELASA's Category B recommendations (5%);
- Experience in the use of animal models of Plasmodium infection (5%);
- Knowledge of microscopy and flow cytometry techniques (5%);
- High sense of responsibility, organization, and a methodical approach to work (5%);
- Dynamic and pro-active attitude, team spirit, and ability to think critically (5%);

LETTER OF MOTIVATION (20%)

The analysis of the Letter of Motivation took in consideration:

- Interest and motivation for the proposed work plan (15%);
- Written English and communication (5%).

The analysis and discrimination of the admitted candidates classification in the First phase is presented in Annex I.

INTERVIEW (30 %)

Following this, the jury decided to invite for an interview the applicant Catarina Rôla since she was the only applicant that scored at least 50%. The interview took place on 6th of September 2022 and it was based in the criteria indicated below:

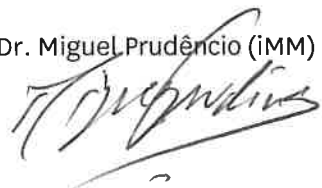
- a) Adequacy of the track record of the candidate to the work plan (5%);
- b) Scientific curiosity and motivation for the proposed activities (5%);
- c) Ease of communication and autonomy (5%)
- d) High sense of organization and teamwork (5%);
- e) Command of the English language (5%);
- f) Immediate availability (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, 7th September 2022

Dr. Miguel Prudêncio (iMM)



Dr. Diana Fontinha (iMM)



Dr. Helena Nunes-Cabaço (iMM)





Fellowship Reference IMM/BII/29-2022

Applicant	CURRICULAR EVALUATION (50%)											Motivation Letter (20%)		Total	Justification
	BSc or MSc in Biology, Parasitology or related areas (5%)	Experience in the maintenance of Plasmodium falciparum blood stage cultures (5%)	Knowledge of evaluation of compound activity against blood stage Plasmodium falciparum infection in vitro (5%)	Experience in maintenance of Anopheles mosquito colonies and their infection with Plasmodium parasites (5%)	Work practice in the area of malaria research (5%)	Accreditation for animal experimentation, according to FELASA's Category B recommendations (5%)	Experience in the use of animal models of Plasmodium infection (5%)	Knowledge of microscopy and flow cytometry techniques (5%)	High sense of responsibility, organization, and a methodical approach to work (5%);	Dynamic and pro-active attitude, team spirit, and ability to think critically (5%);	Interest and motivation for the proposed work plan (15%)	Written English and communication (5%)			
Catarina Rôla	5	5	2	3.5	5	5	5	4	3	3	12.5	5	58	The candidate displays very relevant experience in the techniques required for the project. She has a personal license for animal experimentation and experience in the use of rodent models of infection by malaria parasites. She conveys a sense of dynamism and proactivity, and her Motivation Letter clearly indicates interest and motivation for the proposed activities.	
Yogalakshmi Krishnamoorthy	5	1	1	2.5	2.5	2	3	3	3	3	15	5	46	The candidate has very relevant experience in the area of the project, with expertise in parasitology, including previous work involving mosquito handling and the use of animal models of infection. The extent of her expertise on immunofluorescence microscopy and flow cytometry is unclear. She does not present evidence of a personal license for animal experimentation. Her motivation letter is well-written, and displays a clear interest in the position.	
Inês Sá Borges	5	0	0	0	0	2.5	0	3.5	3	3	5	1	23	The candidate has some relevant experience in some of the experimental techniques required for the project, but lacks any expertise in research on Plasmodium parasites or malaria. Her Letter of Motivation is completely general and does not indicate a particular interest in this specific position or in the host institution.	

Handwritten initials/signature

Fellowship Reference IMM/BII/29-2022

Applicant	Curricular Evaluation+ Motivation Letter (70%)	Interview (30%)						Total ANNEX II	Justification	Total ANNEX I + ANNEX II	Ranking
		Adequacy of the track record of the candidate to the work plan (5%)	Scientific curiosity and motivation for the proposed activities (5%)	Ease of communication and autonomy (5%)	High sense of organization and teamwork (5%)	Command of the English language (5%)	Immediate availability (5%)				
Catarina Rôla	58	4	5	5	4	4	4	26	The candidate's track record is very adequate for the proposed work plan, given her previous experience in the area of the project. She further demonstrated a clear motivation for the proposed work. She communicates easily and conveyed a good sense of organization and ability to work in a team. She has a good command of the English language, and is able to initiate this fellowship in the near future.	84	1

Declaração de inexistência de conflito de interesses (CDI)

Os membros do júri do Concurso para Atribuição de 1 (uma) Bolsa de Investigação, Ref.^a IMM/BII/29-2022, aberto ao abrigo do projeto “*Infection of human primary hepatocytes by Plasmodium parasites*” (Collaboration IMM Lisboa – IBET)”, vêm por este meio declarar que não se encontram em situação de conflito de interesses que os impeça de participar no respetivo processo de seleção e atribuição de bolsa.

Declararam também manter a confidencialidade ao longo do processo de avaliação.

Lisboa, 7 de setembro de 2022



Dr. Miguel Prudêncio (IMM)

Dr. Diana Fontinha (IMM)



Diana Fontinha

Dr. Helena Nunes-Cabaço (IMM)



Helena Nunes-Cabaço