

Jury Meeting Minute
Postdoctoral Researcher
Reference IMM/CT/89-2022

Luís Graça
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The IMM – Instituto de Medicina Molecular João Lobo Antunes opened a call to hire a Postdoctoral Researcher under an Unfixed-term contract within the project “*Single cell and spatial transcriptomics to elucidate the regulation of antibody production in vaccination and autoimmunity*” with the funding support from “La Caixa” Foundation.

The job advert was published in EURAXESS Portal on 27th of October 2022, and also disseminated in IMM website and FindAPostDoc platform.

The call was opened from 28th of October 2022 to 30th of November 2022, having applied the following candidates:

- Asma Ressaissi
- Kramer Alpar Velk
- Miguel Santos
- Onkar Singh
- Robin Grolaux
- Suélen Heck

The applicant Robin Grolaux was excluded since he did not hold the PhD degree as required in the job ad.

On the 13 of december of 2022, the jury composed by Professors Luís Graça (President of the Jury and Responsible for the Project), Margarida Gama Carvalho and Bruno Silva Santos (all PhD's) met to analyze the application documents (- Detailed CV; - Motivation letter in English; - Contact details of two supervisors; - PhD Certificate).

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

- **Curriculum Analysis (25%) based on the following criteria:**
 - a) **PhD, MD, or MD/PhD in** biological or computational disciplines, with a background in computational biology; (10%);
 - b) Expertise in R/python, bash, and intermediate statistics (5%);
 - c) Experience in single-cell omics data analysis (5%);
 - d) Previous knowledge of immunology (5%);

- **Motivation Letter (25%) based on the following criteria:**
 - a) Interest demonstrated by the candidate and the relevance of the candidate's profile to the topic of the call (10%);
 - b) Command of the English language (15%).

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

Following this, one applicant obtained a score equal and/or higher than 40%. The applicant is identified bellow and was selected for an interview, which took place on 13 of December of 2022.

- Miguel Santos

• **INTERVIEW (50%)**

For the interview were considered the below requirements:

- Communication and social skills (10%)
- Spoken English (15%)
- Technical experience (25%).

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.

It was decided that none of the candidates fulfilled the indicated requirements to occupy the advertised position.

Lisbon, 28th of December of 2022



Luis Graça



Margarida Gama Carvalho



Bruno Silva Santos

Validation by the Heads of the Institution



Maria Mota
Executive Director of IMM



Maria Carmo-Fonseca
President of IMM

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/89-2022

Applicants	Curriculum Analysis (25%)																Motivation Letter (25%)								Total ANNEX I
	PhD, MD, or MD/PhD in biological or computational disciplines, with a background in computational biology; (10%)				Expertise in R/python, bash, and intermediate statistics (5%)				Experience in single-cell omics data analysis (5%)				Previous knowledge of immunology (5%)				Interest demonstrated by the candidate and the relevance of the candidate's profile to the topic of the call (10%)				Command of the English language (15%)				
Name of Jury	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	
Ama Ressaissi	0%	0%	0%	0,00%	1%	1%	1%	1,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	5,00%	5,00%	5,00%	0,00%	15,00%	15,00%	15,00%	0,00%	21,00%
	PhD in Biology but no background in computational biology.	PhD in Biology but no background in computational biology.	PhD in Biology but no background in computational biology.		No expertise in R, python or bash.	No expertise in R, python or bash.	No expertise in R, python or bash.		No experience.	No experience.	No experience.		Not mentioned.	Not mentioned.	Not mentioned.		Demonstrated interest but the candidate don't have the appropriate profile.	Demonstrated interest but the candidate don't have the appropriate profile.	Demonstrated interest but the candidate don't have the appropriate profile.		Perfect command of English.	Perfect command of English.	Perfect command of English.		
Kramer Alpar Veik	0%	0%	0%	0,00%	5%	5%	5%	5,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	15,00%	15,00%	15,00%	15,00%	20,00%
	PhD in Matmatics and no background in computational biology.	PhD in Matmatics and no background in computational biology.	PhD in Matmatics and no background in computational biology.		The candidate has experience in bash and statistics.	The candidate has experience in bash and statistics.	The candidate has experience in bash and statistics.		No experience.	No experience.	No experience.		Not mentioned.	Not mentioned.	Not mentioned.		The motivation letter did not show major fit with the intended project.	The motivation letter did not show major fit with the intended project.	The motivation letter did not show major fit with the intended project.		Good command of english.	Good command of english.	Good command of english.		
Miguel Santos	10%	10%	10%	10,00%	5%	5%	5%	5,00%	5%	5%	5%	5,00%	3%	3%	3%	3,00%	10%	10%	10%	10,00%	15%	15%	15%	15,00%	48,00%
	PhD in biochemistry and Master in computational biology.	PhD in biochemistry and Master in computational biology.	PhD in biochemistry and Master in computational biology.		Expertise in Python, R, bash and statistics.	Expertise in Python, R, bash and statistics.	Expertise in Python, R, bash and statistics.		Expertise in single cell RNA seq and library preparation.	Expertise in single cell RNA seq and library preparation.	Expertise in single cell RNA seq and library preparation.		Some experience with immune populations.	Some experience with immune populations.	Some experience with immune populations.		Excellent motivation letter, aligned with the objectives.	Excellent motivation letter, aligned with the objectives.	Excellent motivation letter, aligned with the objectives.		Good command of english.	Good command of english.	Good command of english.		
Onkar Singh	10%	10%	10%	10,00%	3%	3%	3%	3,00%	0,00%	0,00%	0,00%	0,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	5,00%	15,00%	15,00%	15,00%	15,00%	38,00%
	PhD in Bioinformatics and background in computational biology.	PhD in Bioinformatics and background in computational biology.	PhD in Bioinformatics and background in computational biology.		Expertise in Python, not clear about statistics.	Expertise in Python, not clear about statistics.	Expertise in Python, not clear about statistics.		No experience.	No experience.	No experience.		The candidate has published a paper about IL10.	The candidate has published a paper about IL10.	The candidate has published a paper about IL10.		The motivation letter did not show major fit with the intended project.	The motivation letter did not show major fit with the intended project.	The motivation letter did not show major fit with the intended project.		Good command of english.	Good command of english.	Good command of english.		
Suslen Heck	0%	0%	0%	0,00%	1%	1%	1%	1,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	5,00%	5,00%	5,00%	5,00%	15,00%	15,00%	15,00%	15,00%	21,00%
	PhD in Biology but no background in computational biology.	PhD in Biology but no background in computational biology.	PhD in Biology but no background in computational biology.		No expertise in R, python or bash.	No expertise in R, python or bash.	No expertise in R, python or bash.		No experience.	No experience.	No experience.		Not mentioned.	Not mentioned.	Not mentioned.		Demonstrated interest but the candidate doesn't have the appropriate profile.	Demonstrated interest but the candidate doesn't have the appropriate profile.	Demonstrated interest but the candidate doesn't have the appropriate profile.		Good command of english.	Good command of english.	Good command of english.		

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ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/89-2022

Applicants	Interview (50%)												Total ANNEX II	Total ANNEX I + II
	Communication and social skills (10%)				Spoken English (15%)				Technical experience (25%)					
Name of Jury	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average	Luis Graça	Margarida Gama Carvalho	Bruno Silva Santos	Average		
Miguel Santos	10%	10%	10%	10,00%	10%	10%	10%	10,00%	5,00%	5,00%	5,00%	5,00%	25,00%	73,00%
	The candidate was very nice, polite, communicative and honest about his motivations.	The candidate was very nice, polite, communicative and honest about his motivations.	The candidate was very nice, polite, communicative and honest about his motivations.		Good comand of spoken english.	Good comand of spoken english.	Good comand of spoken english.		The candidate does not have the desired experience in single cell transcriptomics and associated computational methods	The candidate does not have the desired experience in single cell transcriptomics and associated computational methods	The candidate does not have the desired experience in single cell transcriptomics and associated computational methods			

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