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Jury Meeting Minute

Laboratory Technician Reference IMM/CT/96-2022

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Laboratory Technician to join the Sérgio Almeida Laboratory coordinated by Professor Sérgio Almeida, under the research PTDC/MED-OUT/4301/2020- "Decoding the Role of Break-Induced Transcription in Ageing" (BIT_Ageing), supported by FCT/ MCTES through national funds (PIDDAC).

The job advert was published in EURAXESS Portugal on 14th of November 2022, and also disseminated in iMM website.

The call was opened for 10 working days starting on 15th of November and ending on 28th of November 2022, having applied the following candidate:

- Ana Filipa Raimundo
- Anna Le Breton
- Beatriz Isabel Rodrigues
- Beatriz Sobreira
- Cláudia Bessa
- María Fidel Lledó
- Vasco de Almeida Lucas

On the 7th of December of 2022, the jury composed by professors Sérgio Almeida, Anne-Valerie Gendrel and Robert Martin met to analyze the application documents (- Detailed CV; - Motivation letter in English; - Master (MSc) Certificate; - Other documents that applicant may consider to be relevant) in accordance to the profile and work plan indicated in the job advert.

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

- 1st Phase: Curriculum Evaluation: 35% and Motivation Letter: 15%;
- 2nd Phase: Interview: 50%.

Curricular Evaluation (35%)

The Curriculum Vitae based on the following criteria:

- Executed and/or published scientific work on chromatin biology (25%)
- Oral and poster communications (5%)
- Participation in research projects with a special emphasis on those directly related with the area of the work plan (5%).

The Motivation Letter (15%) based on the following criteria:

- Interest demonstrated by the candidate and the relevance of the candidate's profile to the topic of the call
- Command of the English language (5%).

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

Interview (50%)

Only one of the applicants (Anna Le Breton) obtained at least 40% in the First phase and was invited for an interview. The interview took place on December 13, 2022.

For the interview, the jury considered the following criteria:

- Good communication skills, collaborative attitude, service-oriented team player (20%)
- Sense of organization, initiative, strong commitment, working ethics and rigor (20%)
- Spoken English (10%)

At this stage the candidate with the highest score will be the one selected for the position.

Lisbon, 13 of December of 2022

Sérgio Almeida

(President of the Jury and Responsible for the Project)

Anne-Valerie Gendrel

Robert Martin

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/96-2022

Total			21,00%		46,00%		22,00%		30,00%		34.00%		20,00%		20,00%	
		Average	%00'5	nobsoffbsut	%00'\$	กดประวทิชรมน	%00'5	กดประกับชน	%00'5	nobsoffbsut	2,00%	nobsoffesut	5,00%	กดนะอกิซะป	5,00%	nobsofibsut
	glish language (5%)	Robert Martin	5%	Excellent	9%5	Excellent	5%	Excellent	2%	Excellent	9%5	Excellent	9%5	Excellent	9%5	Excellent
	Command of the English language (5%)	Anne-Valerie Gendrel	9/95	Excellent	9%5	Excellent	2%	Excellent	9/65	Excellent	9%5	Excellent	9%5	Excellent	9%5	Excellent
Motivation Letter (15%)		Sérgio de Almeida	5%	Excellent	2%9	Excellent	5%	Excellent	5%	Excellent	2%	Excellent	2%	Excellent	2%	Excellent
Motivation	of the candidate's	Average	4,00%	noüsəñösul.	%OO,OL	nobsoffesut	4,00%	nobsolibsut	%00'5	noäsəñfisul.	9,009	nobsoñfisul	7,00%	nobsoffesut	4,00%	nobsofibsut
	e and the relevance of the call (10%)	Robert Martin	4%	Shows some interest. Limited experience in the research topic of the call.	10%	Highly interested. Solid experience in the research topic of the call.	4%	No evidence of motivation for this sued [project	5%	No evidence of motivation for this specific in the specific is somethow referred to the too of the call.	2%	No evidence of motivation for this smoother, and the profile is somethow reland to increase and and an extension the category.	7%	Some evidence of motivation for this specified ext. The profile is not direatly relead to the call.	4%	No evidence of motivation for this seed project
	interest demonstrated by the candidate and the relevance of the candidate's profile to the topic of the call (10%)	Anne-Valerie Gendrel	4%	Shows some interest. Limited experience in the research topic of the call.	%OL	Highly interested. Solid experience in the research topic of the call.	4%	No evidence of modivacion formis speci (project	2%	No evidence of motivation for this space in polaci. The confile is somehow related to the logic of the call.	9%5	No evidence of motivation for this spool project. The confile samehow related to the optice?	7%	Some evidence of motivation for this specific project. The oveille sincidirectly related to the lopic of the call.	4%	No evidence of motivation for this specificipled
	Interest demonstra	Sérgio de Almeida	4%	Shows some interest. ! Limited experience in the research topic of the call.	10%	Highly interested. Solid experience in the research topic of the call.	4%	No evicerce of motivation or this speciforajed.	2%	No evidence of motivation for the speed conject. The profile is somenow related to the topic of the call.	9%5	No evicence of motivation forms specifically the professionary or croates to the topic of the ext.	2%	Some exication of motivation for this specificipled. The profile is motified the related to the topic of the callenge of the specified the specified the specified the callenge of the call.	4%	No evicerce of rrobvation for this specif croject
	n those directly	Average	2,00%	notisofficetion	2,00%	nobsoffesut	2,00%	nobsoñbaul	4,00%	noäsöñfesul.	4,00%	nobsoñficadon	2,00%	nobsoffesul	2,00%	nobsofitsut
	Participation in research projects with a special emphasis on those directly related with the area of the work plan (5%)	Robert Martin	2,00%	Did not participate in any research projects directly related with the area of the work plan	%00%	erricipated in projects entr or betaler vitoenib Lisc entr to ciqor	2,00%	Did not participate in any research projects directly related with the area of the work plan	4,00%	Participated in a research project that is related with the area of the work plan	4,00%	Participated in a research rithw betaler ei teit teejorg nald know ent to sens ett	2,00%	Did not participate in any teach directly projects directly the seas of the with teach of the mark plan.	2,00%	yns ni sasaridipate in bid di mossan abelord ribasan eti To aens eti ribiw bataler mork plan
	esearch projects wit elated with the area	Anne-Valerie Gendrel	2,00%	Did not perticipete in any research projects directly related with the directly related with plan	5,00%	Participated in projects directly related to the bit of the call	2,00%	Did not participate in any Viboalib atbelord droseser of seus eff trink betaler nalq show eft	4,00%	a ni betaqibtnaq si sarti toekorq rbnaesen To sens erti ritiw betalen naiq sirow erti	4,00%	Participated in a research project that is related with the area of the work plan	2,00%	Did not participate in any research projects directly research from the area of the work plan	2,00%	ond not participate in aug Theolib atte (ord the asser The sers of the beater The sers of the service of the se
	Participation in re	Sérgio de Almeida	2,00%	Did not participate in any research projects directly related with the area of the work plan	2,00%	Participated in projects directly related to the topic of the call	2,00%	Did not participate in any research projects directly released with the area of naky thow eft	4,00%	s ni betaqibirsq si tarit the lorq ribrasesh so sens eht ritim betalen nalq khow erit	4,00%	rbneser a ni betadoltre? Project that is reletad with the stea of the work plan	2,00%	Did not participate in any research projects directly related with the seas of the many beat let	2,00%	ond not participate in any Old Incorporate in acception are sold with the serie of the Man Incorporate in a Man In
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CV (35%)	Oral and poster communications (5%)	Robert Martin	5%0	Excellent	19/0	Weak record of communications	1%	Weak record of communications	19/0	Weak record of communications	2%	Excellent	19%	Weak record of communications	4%	Fair record of communications
	nal and poster o	Anne-Valerie Gendrel	2%	Excellent	1%	Weak record of communications	1%	Weak record of communications	1%	Weak record of communications	2%	Excellent	16%	Weak record of communications	4%	Fair record of communications
		Sérgio de Almeida	2%	Excellent	19%	Weak record of communications	1%	Weak record of communications	19%	Weak record of communications	2%	Excellent	19%	communications	4%	Fair record of communications
	chromatin	Average	5,00%	nobsoffcedon	25,00%	nobsoffcedon	10,00%	Juedification	15,00%	Justification	15,00%		2,00%		5,00%	nothsofitesut
	lentific work on 15%)	Robert Martin	2%	Does not show g evidence of having performed work on chromatin biology.	25%	n Solid experience in the research topic of the call	10%	L'mitod experience in cre recognimitation the call	15%	Somo experience in the research topic of the cell	15%	Serne in the topic	2%	Does r eviden having perfor on chr biolog	2%	Does not show g evidence of having performed work on chromatin biology.
	Executed and/or published scientific work on chromatin biology (25%)	Anne-Valerie Gendrel	2%	Does not show evidence of having ed performed work on chromatin biology.	25%	solid experience in the research topic of the call	10%	oe imited experience in the research librapic of the celu.	15%	in Some experience in the essandh topic of the cell	15%	Some of the res	2%	Does not show evidence of having performed work on chromatin biology.	2%	Does not show evidence of having deperformed work on chromatin biology.
		Sérgio de Almeida	2%	Does not show evidence of having performed work on chromatin biology.	25%	Solid experience in the research topic of the call	10%	Limited experience in the research topic of the call	15%	Semblework and the search to pic of the call	15%	Зотос живат.	2%	Does not show evidence of having performed work on chromatin biology.	2%	Does not show evidence of having performed to work on the chromatin biology.
	Applicants		Ana Filipa Raimundo		Anna Le Breton		Beatriz isabel Rodrigues Beatriz Sobreira			Cláudia Bessa		María Fidel Liedó		Vasco de Almeida Lucas		

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ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/96-2022

į	classification (Annex I +	Annex II)	%00'96				
	Total ANNEX II		50,00%				
	ics and rigor (20%)	Average	20,00%	noซีธวทีซิธมไ			
	ommitment, working et	Robert Martin	20,00%	Excellent			
	Sense of organization, initiative, strong commitment, working ethics and rigor (20%)	Sérgio de Almeida Anne-Valerie Gendrel	20,00%	Excellent			
	Sense of organiza	Sérgio de Almeida	20,00%	Excellent			
		Average	10,00%	nobsoñbeul			
Interview (50%)	Spoken English (10%)	Robert Martin	10,00%	Excellent			
Intervie	Spoken En	Sérgio de Almeida Anne-Valerie Gendrel	10,00%	Excellent			
		Sérgio de Almeida	10,00%	Excellent			
	d team player (20%)	Average	20,00%	กดชัธอทีซิลมไ			
	ttitude, service-oriente	Robert Martin	20%	Excellent			
	Good communication skills, collaborative attitude, service-oriented team player (20%)	Anne-Valerie Gendrel	20%	Excellent			
	Good communicatio	Name of Jury Sérgio de Almeida Anne-Valerie Gendrel Robert Martin	20%	Excellent			
	Applicants	Name of Jury		Anna Le Breton			

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