

## 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 14<sup>th</sup> of November 2022, and also disseminated in iMM website.

The call was opened for 10 working days starting on 15<sup>th</sup> of November and ending on 28<sup>th</sup> 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 7<sup>th</sup> 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 (10%)
- 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

Applicants	CV (35%)										Motivation Letter (55%)										Total ANNEX I					
	Executed and/or published scientific work on chromatin biology (20%)					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%)					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 (5%)				
	Sérgio de Almeida	Anne-Valérie Genérel	Robert Martín	Average	Justification	Sérgio de Almeida	Anne-Valérie Genérel	Robert Martín	Average	Justification	Sérgio de Almeida	Anne-Valérie Genérel	Robert Martín	Average	Justification	Sérgio de Almeida	Anne-Valérie Genérel	Robert Martín	Average	Justification		Sérgio de Almeida	Anne-Valérie Genérel	Robert Martín	Average	Justification
Ana Filipa Raimundo	Does not show evidence of having performed work on chromatin biology.	5%	Does not show evidence of having performed work on chromatin biology.	5%	Excellent	5%	Excellent	5.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Shows some interest. Limited experience in the research topic of the call.	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	21.00%	
	Solid experience in the research topic of the call	25%	Solid experience in the research topic of the call	25.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	5.00%	Did not participate in any research projects directly related with the area of the work plan	5.00%	Did not participate in any research projects directly related with the area of the work plan	5.00%	Shows some interest. Limited experience in the research topic of the call.	10%	10.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	46.00%	
Anna Le Breton	Does not show evidence of having performed work on chromatin biology.	10%	Does not show evidence of having performed work on chromatin biology.	10.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Highly interested. Solid experience in the research topic of the call.	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	22.00%	
	Limited experience in the research topic of the call	10%	Limited experience in the research topic of the call	10.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	4.00%	Did not participate in any research projects directly related with the area of the work plan	4.00%	Did not participate in any research projects directly related with the area of the work plan	4.00%	No evidence of motivation for this specific project	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	30.00%	
Beatriz Isabel Rodrigues	Does not show evidence of having performed work on chromatin biology.	15%	Does not show evidence of having performed work on chromatin biology.	15.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	4.00%	Did not participate in any research projects directly related with the area of the work plan	4.00%	Did not participate in any research projects directly related with the area of the work plan	4.00%	No evidence of motivation for this specific project. The profile is somehow related to the topic of the call	5%	5.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	34.00%	
	Solid experience in the research topic of the call	15%	Solid experience in the research topic of the call	15.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	4.00%	Did not participate in any research projects directly related with the area of the work plan	4.00%	Did not participate in any research projects directly related with the area of the work plan	4.00%	No evidence of motivation for this specific project. The profile is somehow related to the topic of the call	5%	5.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	34.00%	
Cláudia Bessa	Does not show evidence of having performed work on chromatin biology.	5%	Does not show evidence of having performed work on chromatin biology.	5.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Some evidence of motivation for this specific project. The profile is not directly related to the topic of the call	7%	7.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	20.00%	
	Solid experience in the research topic of the call	5%	Solid experience in the research topic of the call	5.00%	Weak record of communications	1%	Weak record of communications	1.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Some evidence of motivation for this specific project. The profile is not directly related to the topic of the call	7%	7.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	20.00%	
María Fidel Lledó	Does not show evidence of having performed work on chromatin biology.	5%	Does not show evidence of having performed work on chromatin biology.	5.00%	Fair record of communications	4%	Fair record of communications	4.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	No evidence of motivation for this specific project	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	30.00%	
	Solid experience in the research topic of the call	5%	Solid experience in the research topic of the call	5.00%	Fair record of communications	4%	Fair record of communications	4.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	No evidence of motivation for this specific project	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	30.00%	
Vasco de Almeida Lucas	Does not show evidence of having performed work on chromatin biology.	5%	Does not show evidence of having performed work on chromatin biology.	5.00%	Fair record of communications	4%	Fair record of communications	4.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	No evidence of motivation for this specific project	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	30.00%	
	Solid experience in the research topic of the call	5%	Solid experience in the research topic of the call	5.00%	Fair record of communications	4%	Fair record of communications	4.00%	Justification	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	Did not participate in any research projects directly related with the area of the work plan	2.00%	No evidence of motivation for this specific project	4%	4.00%	5%	5.00%	Justification	5%	Excellent	5%	5.00%	30.00%	

*Beatriz Sobreira*

*Cláudia Bessa*

*María Fidel Lledo*

*Vasco de Almeida Lucas*

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

Applicants	Interview (50%)													Total ANNEX II	Total classification (Annex I + Annex II)
	Good communication skills, collaborative attitude, service-oriented team player (20%)				Spoken English (10%)				Sense of organization, initiative, strong commitment, working ethics and rigor (20%)						
	Sérgio de Almeida	Anne-Valérie Gendrel	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Gendrel	Robert Martin	Average	Sérgio de Almeida	Anne-Valérie Gendrel	Robert Martin	Average			
Name of Jury	20%	20%	20%	20,00%	10,00%	10,00%	10,00%	10,00%	20,00%	20,00%	20,00%	20,00%	50,00%	96,00%	
Anna Le Breton	Excellent	Excellent	Excellent	Justification	Excellent	Excellent	Excellent	Justification	Excellent	Excellent	Excellent	Justification			

*Robert Martin*      *Anne-Valérie Gendrel*      *Sérgio de Almeida*