

**Jury Meeting Minute**  
**Clinical Researcher Position**  
Reference IMM/CT/18-2023

Instituto de Medicina Molecular opened a call to hire a Clinical Researcher research project “**Coleção de Tumores**”, funded by Liga Portuguesa Contra o Cancro.

The job advert was published in EURAXESS Portal on 17<sup>th</sup> of February 2023, and also disseminated in IMM website.

The call was opened for 10 working days starting on 20<sup>th</sup> of February and ending on 3<sup>rd</sup> of March 2023, having applied the following candidates:

- |                                    |                                   |
|------------------------------------|-----------------------------------|
| - Alexandra Faustino               | - Inês Sá da Costa Pereira Borges |
| - Andrea Michelle Castaneda Moreno | - Joana Pinto                     |
| - Beatriz Filipe                   | - Kannathasan Thetchinamoorthy    |
| - Bruno Martins                    | - Margarida Gato                  |
| - Catarina Sofia Melo Tomé         | - Raquel Cruz Duarte              |
| - Fábio Rodrigues                  | - Vanessa Cabral                  |
| - Gabrielle Lacerda                |                                   |

On the 07<sup>th</sup> of March of 2023, the jury composed by Sérgio Dias, Sandra Casimiro and Ângela Afonso met to analyze the application documents indicated in the job ad (Motivation Letter, Detailed CV, Master’s certificate and contacts of 2 references).

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

- 1<sup>st</sup> Phase: Curriculum vitae: 40% and Motivation letter: 20%;
- 2<sup>nd</sup> Phase: Interview: 40%. Only candidates that scored at least 50% in 1<sup>st</sup> Phase will be selected for an interview

**CURRICULUM VITAE (40%)**

The analysis of the CV took in consideration the following criteria:

- 1) Master’s degree in Life Sciences (10%);
- 2) Laboratory experience in the field of oncobiology, namely breast cancer and bowel cancer (30%);

**MOTIVATION LETTER (20%)**

The analysis of the Motivation Letter took in consideration the following criteria:

- 1) Interest and motivation for science (5%)

- 2) Interest and motivation for the proposed workplan (10%);
- 3) Written communication (5%).

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

Following this, the applicants that scored at least 50% were invited for an Interview. The applicants selected for the interview phase are identified below:

- Raquel Duarte
- Catarina Tomé
- Bruno Martins
- Gabrielle Lacerda

### **INTERVIEW (40%)**


The interviews phase took place on 15<sup>th</sup> of March 2023 and intended to evaluate the criteria indicated below:

- 1) Adequacy of the profile towards the activity to be performed (15%)
- 2) Spoken English (10%);
- 3) Interpersonal skills relevant for this position (15%);

The analysis and discrimination of the admitted candidate's classification in the interview phase and total classification in both phases are presented in the table of Annex II.

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

**Lisbon, 16<sup>th</sup> of March of 2023**



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Sérgio Dias



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Sandra Casimiro



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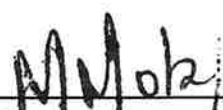
Angela Afonso

### **Validation by the Heads of the Institution**



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Professor Bruno Silva-Santos  
Vice President



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Professor Maria M. Mota  
Executive Director

ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/18-2023

Angela Afonso  
S. Amey

Name of applicant	Curricular evaluation (40%)		Motivation Letter (20%)			Justification	Total ANNEX I
	Master's degree in Life Sciences (10%)	Laboratory experience in the field of oncobiology, namely breast cancer and bowel cancer (30%)	Interest and motivation for science (5%)	Interest and motivation for the proposed workplan (10%)	Written communication (5%)		
Raquel Cruz Duarte	10,00	30,00	5,00	10,00	5,00	The candidate has relevant experience in the requested field namely breast and bowel cancer shows interest in the work plan proposal	60,00
Catarina Sofia M. Tomé	10,00	20,00	5,00	10,00	5,00	The candidate has relevant experience in laboratory field but a lack experience in oncobiology field and shows interest in the work plan proposal	50,00
Bruno Martins	10,00	25,00	5,00	8,00	5,00	The candidate has relevant experience in the requested field but demonstrated lack of interest in the work plan proposal	53,00
Gabrielle Lacerda	10,00	25,00	3,00	7,00	5,00	The candidate has relevant experience in the requested field but shows a lack of motivation for science and deficient motivation for the work plan	50,00
Andrea Michelle C. Moreno	10,00	17,00	5,00	10,00	5,00	The candidate has no relevant experience in the requested field.	47,00
Kannathasan Theichnamoorthy	10,00	18,00	5,00	9,50	5,00	The candidate has no relevant experience in the requested field.	47,50
Margarida Gato	10,00	16,00	5,00	8,50	5,00	The candidate has no relevant experience in the requested field and lack of motivation fro the workplan	44,50

*Angela Afonso*  
*J. Afonso*

Vanessa Cabral	10,00	15,00	5,00	8,00	5,00	The candidate has no relevant experience in the requested field and lack of interest for de workplan	43,00
Joana Pinto	10,00	19,00	5,00	8,00	5,00	The candidate has no relevant experience in the requested field.	47,00
Beatriz Filipe	10,00	19,50	5,00	8,00	5,00	The candidate has no relevant experience in the breast cancer field	47,50
Inês Sá da Costa P. Borges	10,00	15,70	5,00	8,50	5,00	The candidate has no relevant experience in the bowel cancer field	44,20
Alexandra Faustino	10,00	18,60	5,00	8,00	5,00	The candidate has no relevant experience oncobiology laboratory field	46,60
Fábio Rodrigues	10,00	16,50	5,00	8,00	5,00	The candidate has no relevant experience in the requested field and clinical records	44,50

ANNEX II - Evaluation: Employment Contract - Ref. IMM/CT/18-2023

  
 Anabela Almeida  
  
 J. Almeida

Name of applicant	Classification ANNEX I	Interview (40%)			Justification	Total ANNEX II	Total ANNEX I + ANNEX II	Ranking
		Adequacy of the profile towards the activity to be performed (15%)	Spoken English (10%)	Interpersonal skills relevant for this position (15%)				
Bruno Martins	53,00	5,00	10,00	5,00	The candidate didn't show the adequacy of the profile towards the activity to be performed, lacked motivation and the expected interpersonal skills	20,00	73,00	4º
Catarina Sofia M. Tomé	50,00	15,00	10,00	15,00	The candidate showed adequacy of the profile toward the activity to be performed but had no experience in relevant areas of the work proposal, specifically in oncology related subjects and data base management.	40,00	90,00	2º
Gabrielle Lacerda	50,00	7,00	10,00	7,00	The candidate didn't show the adequacy of the profile towards the activity to be performed, lacked the expected interpersonal skills and did not show motivation for the advertised position	24,00	74,00	3º
Raquel Cruz Duarte	60,00	15,00	10,00	15,00	The candidate showed the adequacy of the profile toward the activity to be performed and relevant experience for this job description, including management of databases of oncology patients, research in oncology.	40,00	100,00	1º

