Final Jury Meeting Minute
IMM/CT/19-2023

On 27th March 2023, the jury meeting minute regarding the procedure for contracting a Lab Technician with the reference IMM/CT/19-2023 was published, in which the admitted candidates to said procedure were identified and evaluated.

During the preliminary hearing period of 10 working days, between the 28th March 2023 and 11th April 2023, one applicant, Zubair Awan, pronounced about the process by requesting clarifications about the evaluation given by the jury.

The request for clarification was sent to the Human Resources Office through email, which is transcribed below:

"Hello,

I just saw the result from the website for the subject mentioned position and attached result, the candidate competing with me is given priority on my, how ever he is a Master with out research publications, and i am with phd in molecular oncology, master in Bio sciences, and proven track record on google scholar and research gate.

secondly my marks are less in the digital criteria, how ever i mentioned in my cv and also in my phd thesis , with artificial intelligence which is the top require field right now globally. My phd thesis with combine approach of molecular biology and artificial intelligence, how they can Jury weighed me 10% and to a master candidate without a proven record of the skills with 40%.

So kindly request to the HR to look into this matter, and please justify.

Regards"

The jury met on the 11th April 2023 to discuss the concerns raised by the applicant and elaborated a clarification that was communicated to the applicant. The jury decided there were no changes that needed to be made.

So, the final ranking of the candidates was not altered and the previous decision to hire the selected candidate remains.
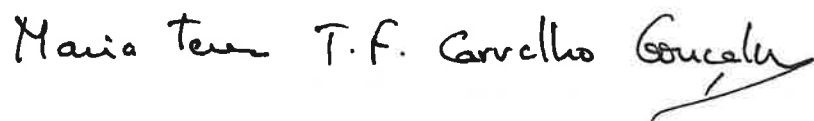
The Heads of the Institution reiterate the validation given on the 13rd April 2023.
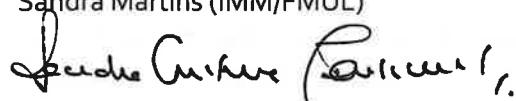
Lisbon, 13rd April 2023

Maria Carmo-Fonseca (IMM/FMUL)

Teresa Carvalho (IMM/FMUL)

Maria Ter T.F. Carvalho Goucale

Sandra Martins (IMM/FMUL)

Validation by the Heads of the Institution

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Professora Maria M. Mota
Executive Director

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Professor Bruno Silva-Santos
Vice President

Subject: Evaluation of the Call for one Lab Technician – Reference: IMM/CT/19-2023

Dear Dr. Zubair Anwar,

As mentioned on the evaluation table, the candidate has indeed a PhD in Molecular Oncology with a high track of publications, even if the majority of them has been published up to 2014 and in very low impact scientific journals; also, the candidate has experience in sampling and processing of blood samples from patients, for microsatellites markers analysis, giving a reasonably/strong level of relevance to his CV for the work plan of this project. However, the candidate does not have experience in the study of genotype/phenotype relationships in human genetic diseases. Based on that a classification of 25% out of 30% was given to the relevance of the CV of the candidate (including academic training) to the work plan of this project.
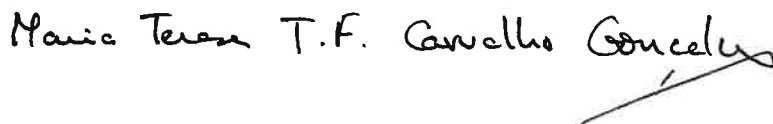
The candidate is experienced in molecular genetics, namely NGS, PCR, DNA extraction and Sanger sequencing and based on that a maximum score was given regarding experience in molecular genetics (30% out of 30%).

Finally, the candidate mentioned experience in artificial intelligence which, according to the candidate, "…is the top required field right now globally." However, in this application we specifically asked for a candidate with practical experience in a subset of digital tools, namely Python, R, LaTex, Github and SQL, which the candidate did not prove to master, only mentioning some contact with Python language. Based on that, a score of 10% out of 40% was given in this particular evaluation item.

Maria Carmo-Fonseca (IMM)

Teresa Carvalho (IMM)

Sandra Martins (IMM)