



**Jury Meeting Minute**  
**Postdoctoral Researcher Position**  
**Reference IMM/CT/23-2023**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher correspondent to the initial level according to the Applicable Regulation, under an Unfixed-Term Contract, with the funding support from National Funds (FCT – OE), under the project ***PTDC/MED-ONC/7864/2020 – “Study of Alternative Lengthening of Telomeres-associated telomeric replicative stress alleviators - paving avenues towards innovative anti-cancer therapies”***.

The job advert was published in EURAXESS Portugal on 8<sup>th</sup> of March 2023, and also disseminated in iMM website and social networks.

The call was opened from **from the 9<sup>th</sup> of March until 20<sup>th</sup> of April 2023** (30 working days), having applied the following candidate:

- Ahmed Gamal Kamel Habib
- Ana André
- Ana Henriques
- João Fernandes
- Luqman Khan
- Masoud Hamidi
- Mickael Diallo
- Szilvia Solyom
- 

On the 4<sup>th</sup> of May of 2023, the jury composed by Claus Maria Azzalin (President of the Jury), Bruno Silva (Responsible for the Project) and Sergio de Almeida (all PhD's) met to analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be relevant to prove the scientific course (Optional)) in accordance to the profile and work plan indicated in the job advert.

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

- First phase: Curriculum Analysis (70%) and Motivation Letter (20%).
- 2nd Phase: Interview: 10% (only the 5 candidates who obtained in the first phase the highest ranking, with a minimum of 60%, or the number of candidates, up to 5, who obtained in the first phase a minimum rating of 60%).

**Curricular Analysis (70%)**

Based on the Curriculum, it was analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (15%);

- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (55%).

#### **Motivation Letter (20%)**

Based on the letter of motivation was evaluated:

- Motivation and interest for the activities to be performed (15%);
- Command of the English language (5%).

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

Following this, the applicants identified below scored at least 60% and were invited for an Interview.

- Ahmed Gamal Kamel Habib (withdrew the application after being selected for interview);
- Ana Henriques;

#### **INTERVIEW (10%)**

The interview phase took place on 19<sup>th</sup> of May 2023 and intended to evaluate the criteria indicated below:

- 1) Adequacy of the profile towards the activity to be performed (5%)
- 2) Spoken English (2%);
- 3) Interpersonal skills relevant for this position (3%);

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 none of the candidates displayed the knowledge and interpersonal skills required for being selected for the position.

**Lisbon, 30<sup>th</sup> of May of 2023**



Claus Maria Azzalin  
(President of the Jury)



Bruno Silva  
(Responsible for the Project)



Sérgio de Almeida

Validation by the Heads of the Institution



---

Professor Bruno Silva-Santos  
Vice President



---

Professor Maria M. Mota  
Executive Director

1940

1940



## ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/23-2023

Applicants	Curricular Analysis (70%)										Motivation Letter (20%)					Total ANNEX I					
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (15%)					Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (55%)					Motivation and interest for the activities to be performed (15%)						Command of the English language (5%)				
	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida	Average	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida	Average	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida	Average	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida		Average				
Ahmed Gamal Kameel Habib	14%	13%	14%	13,67%	38%	37%	36%	37,00%	9%	10%	12%	10,33%	5,00%	5,00%	5,00%	5,00%					
	Good experience in molecular and cellular biology and good publication record. The candidate also has experience with telomere biology.	Candidate has good experience in molecular biology and telomere biology. Good track of publications	Good experience in molecular biology and cellular biology. Experience with telomere biology. Very good publication record.	Justification	Although the candidate's experience with mammalian tissue culture is limited, the candidate seems to be well versed in many of the requested techniques.	Candidate has experience in most of the required techniques with limited or no experience in mammalian tissue culture, immunoprecipitation, WB and FISH.	Good experience in molecular biology and cellular biology. The candidate appears to have the required skillset.	Justification	Good motivation although not completely clear the candidate's interest for the specific project.	The candidate does not mention why wants to work in the lab and research topic.	Good motivation, clearly stated goals.	Justification	Excellent English.	Excellent control of written English language.	Excellent English.	5,00%	5,00%				
Ana André	6%	7%	8%	7,00%	40%	42%	38%	40,00%	5%	8%	7%	6,67%	4,00%	4,00%	4,00%	4,00%					
	Good experience in molecular an cellular biology, although not related to genome stability/telomere biology. The candidate published several articles.	Candidate has good experience in molecular biology but no experience in telomere and DNA damage response biology. Good track of publications.	Good experience in molecular biology and cellular biology. No experience with telomere biology. Good publication record.	Justification	Good technical skills aligned with the proposed projects.	Candidate has experience in most of the required techniques with limited or no experience in viability assays, immunoprecipitation and FISH.	Good set of skills, well aligned with the projects proposed in the advertisement.	Justification	Motivation letter seems to be very general. The candidate's interests towards the research project are not mentioned.	The candidate does not mention why wants to work in the lab and research topic. General motivation letter not personalized to this application.	General motivation letter not tailored for this job application.	Justification	Very good English.	Very good control of written English language.	Very good english.	4,00%	4,00%				
Ana Henriques	14%	12%	14%	13,33%	44%	43%	43%	43,33%	13%	13%	13%	13,00%	5,00%	5,00%	5,00%	5,00%					
	Good expertise in cellular and molecular biology of mammalian cells. Knowledge of genome stability. Good publication record.	Candidate has good experience in molecular biology and in DNA damage response. No experience in telomere biology. Good track of publications as a first author.	The candidate is well versed with cellular and molecular biology and has experience with genome instability in mammalian cells. Good publication record.	Justification	The candidate has experience with the majority of the techniques requested for the project.	Candidate has experience in most of the required techniques with limited or no experience in FISH and CRISPR.	Great experience with the requested techniques.	Justification	Good motivation to work on the subject of the research project.	The candidate mentions why wants to work in the lab and research topic. Lacks a more detailed mention of previous work topics.	Motivation towards the project is clearly mentioned.	Justification	Excellent English.	Excellent control of written English language.	Excellent written English.	5,00%	5,00%				



B.S.  
Cass

**ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/23-2023**

Applicants	Curricular Analysis (70%)										Motivation Letter (20%)					Total ANNEX I					
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (15%)					Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (55%)					Motivation and interest for the activities to be performed (15%)						Command of the English language (5%)				
	Name of Jury	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida	Average	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida	Average	Claus Maria Azzalin	Bruno Silva	Sérgio de Almeida	Average	Claus Maria Azzalin	Bruno Silva		Sérgio de Almeida	Average			
<b>Mickael Diallo</b>	7%	7%	7%	7,00%	30%	32%	30%	30,67%	15%	15%	15%	15,00%	5,00%	5,00%	5,00%	5,00%	57,67%				
	Some experience in molecular biology, although not applied to genome instability studies. Good publication record.	Candidate has experience in molecular biology. No experience in DNA damage and telomere biology. Good track of publications.	The candidate has a good publication record, but limited experience with molecular biology and genome stability.	Justification	Some experience with molecular and cell biology techniques requested for the project.	Candidate has experience in some of the required techniques, techniques with limited or no experience in Immunoprecipitation, FISH and CRISPR.	Some experience with the required techniques.	Justification	Very good motivation letter showing interest in joining the lab and in the research field.	The candidate mentions why wants to work in the lab and research topic and provides a detailed mention of previous work experience and topics of research.	The candidate shows motivation for the field of research and to join the lab.	Justification	Excellent English.	Excellent control of written English language.	Excellent written English.	Justification					
<b>Szilvia Solyom</b>	14%	13%	14%	13,67%	30%	28%	30%	29,33%	10%	10%	10%	10,00%	5,00%	5,00%	5,00%	58,00%					
	The candidate has experience in cellular biology and in DNA damage. Very good publication record.	Candidate has experience in molecular biology and telomere biology. No mentioned experience in telomere biology. Very good track of publications.	Experience with genome stability and excellent publication record.	Justification	The candidate has some experience with the specific techniques requested for this project.	Candidate does not mention the specific skills required in this call. First author publications suggest lack of experience in qPCR, FISH, viability assays and CRISPR.	Some experience with the required techniques.	Justification	Motivation towards working on the specific subject of the call and in the associated lab is not clear.	The candidate does not mention why wants to work in the lab and research topic.	Not clear why the candidate wants to work on telomere biology and why in the specific lab associated with the advertisement.	Justification	Excellent English.	Excellent control of written English language.	Excellent written English.	Justification					





B.S.  


**ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/23-2023**

Applicants	Curricular Analysis (70%)										Motivation Letter (20%)					Total ANNEX I					
	Executed and/or published scientific work, with special emphasis on areas related to the work plan (15%)					Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (55%)					Motivation and interest for the activities to be performed (15%)						Command of the English language (5%)				
	Claudia Maria Azzalini	Bruno Silva	Sergio de Almeida	Average	Claudia Maria Azzalini	Bruno Silva	Sergio de Almeida	Average	Claudia Maria Azzalini	Bruno Silva	Sergio de Almeida	Average	Claudia Maria Azzalini	Bruno Silva	Sergio de Almeida		Average				
<b>João Fernandes</b>	6% Limited experience with molecular and cellular biology of mammalian cells. No experience with genome stability. Good publication record.	7% Candidate has some experience in molecular biology. Limited experience in DNA damage and no experience in telomere biology. Good track of publications as a first author.	8% Some experience with molecular and cellular biology, but no experience with genome stability and telomere biology. Several publications.	7,00%	34% Some experience with the requested techniques.	35% Candidate has experience in some of the required techniques, but with limited or no experience in Immunoprecipitation, cloning, FISH and CRISPR.	35% Some experience with the requested techniques.	34,67%	6% The motivation letter seems quite general and there is no mention of the interest in the research field/lab.	8% The candidate does not mention why he wants to work in the lab and research topic. General motivation letter not personalized to this application.	7% Motivation to work on the specific subject is unclear, as there is no mention to it.	7,00%	5,00%	5,00%	5,00%	5,00%	53,67%				
<b>Luqman Khan</b>	6% Very limited experience in molecular biology. No experience with genome stability. Good publication record.	6% Candidate has limited experience in molecular biology. No experience in DNA damage and telomere biology. Good track of publications.	6% The candidate has a good publication record. However, their experience with molecular biology and genome stability is very limited.	6,00%	32% Only limited experience with the requested techniques.	30% Candidate has experience in some of the required techniques, but with limited or no experience in Immunoprecipitation, WB, cloning, FISH and CRISPR.	32% Limited experience with the requested techniques.	31,33%	6% The motivation letter seems quite general and there is no mention of the interest in the research field/lab.	8% The candidate does not mention why he wants to work in the lab and research topic. General motivation letter not personalized to this application.	7% Motivation to work on the specific subject is unclear, as there is no mention to it.	7,00%	5,00%	5,00%	5,00%	5,00%	49,33%				
<b>Masoud Hamidi</b>	6% Very limited experience in molecular biology. No experience with genome stability. Good publication record.	7% Candidate has limited experience in molecular biology. No mentioned experience in DNA damage and telomere biology. Good track of publications as a first author.	6% The candidate has a good publication record. However, the candidate has limited experience with molecular biology and genome stability.	6,33%	15% It is not clear what kind of skillset aligned with the advertised research project the candidate has.	15% It is not clear what specific technical skills the candidate has that match the ones required in this call.	15% Very limited experience with the required techniques.	15,00%	6% The motivation letter seems quite general and there is no mention of the interest in the research field/lab.	8% The candidate does not mention why he wants to work in the lab and research topic. General motivation letter not personalized to this application.	7% Motivation to work on the specific subject is unclear, as there is no mention to it.	7,00%	5,00%	5,00%	5,00%	5,00%	33,33%				





