Jury Meeting Minute
Bioinformatician
Reference IMM/CT/65-2023

Instituto de Medicina Molecular João Lobo Antunes (IMM) opened a call for the hiring of a Bioinformatician to join the Biology & Physiology of Malaria Laboratory coordinated by Doctor Maria Mota, under the research project "Plasmodium liver stage schizogony: high replication and genetic diversity", funded by European Commission.

The job advert was published in EURAXESS Portugal on 18th of August of 2023 and also disseminated in IMM website.

The call was opened from 21st of August until 8th of September 2023, having applied the following candidates:

- Diogo Cachetas
- Henrique Niza
- José Pedro Matos
- Majeed Jamakhani
- Marcelo Sousa
- Mohamed Traoré
- Nikita Shinde
- Qaiser Arfan
- Rajendra Mandage
- Richa Raj
- Subham Saha
- Syed Shah

On the 25th of September of 2023, the jury composed by Maria Manuel Mota (President of the Jury), Inês Fernandes Bento and Ana Margarida Almeida, met to analyze the application documents (Master’s and/or PhD Certificate, Motivation Letter, Detailed CV and contacts of 2 references).

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

- 1st Phase: Curricular Evaluation: 60% and Motivation Letter: 10%;
- 2nd Phase: Interview: 30%.

Curricular Evaluation (60%)
The curricular evaluation was based in the following criteria:
- Master’s and/or PhD in bioinformatics, computational biology, computer sciences, or a related field (15%);
- Experience in relevant software tools and programming languages (15%);
- Familiarity with databases, data integration techniques, workflow managers and machine learning approaches (15%);
- Ability to work both independently and collaboratively in a multidisciplinary research environment (10%);
- Experience in project design and grant writing (5%).

**Motivation letter (10%)**
The motivation letter analysis was based in the following criteria:
- Motivation to integrate a multidisciplinary team to undertake novel research (5%);
- Understanding the profile requirements and suitability for the position (5%);

The analysis and discrimination of the admitted candidates’ classification in the First Phase of current process are presented in the table of Annex I attached to this minute.
The top 3 applicants from the First Phase were contacted for an interview. Interviews happened via Zoom on the 6th of October for applicants Rajendra Mandage and Subham Saha and on the 13th of October for applicant Majeed Jamakhani.

**Interview (30%)**
For the interview, the jury considered the following criteria:
- Relevance of previous path and experience (10%);
- Ability to work independently and collaboratively towards best approaches design (7.5%);
- Communication skills for effective dialog with “Wet-Lab” researchers (7.5%);
- Motivation for the position (5%).

The analysis and discrimination of each candidate classification in the Second Phase and the total classification in both phases are presented in the table of Annex II attached to this minute.

**Lisbon, 20th of October of 2023**

Maria Manuel Mota  
(President of the Jury)

Inês Fernandes Bento  
Inês Fernandes Bento

Ana Margarida Almeida
Validation by the Heads of the Institution

Professor M. Carmo-Fonseca
President

Professor Bruno Silva Santos
Vice President
The applicant is a junior researcher, thus the profile shows motivation and experience in relevant software tools and programming languages.

The applicant shows evidence of collaboration in a multidisciplinary research environment.

The applicant has some familiarity with databases, data integration techniques, workflows, and managers and machine learning approaches.

The applicant has a Bachelors and Masters of Science Dual Degree, no academic record of the profile.

The applicant has some experience in relevant software tools and programming languages.

The applicant shows ability to work both independently and collaboratively in a research environment.

The applicant's CV indicates experience in relevant software tools and programming languages.

The applicant appears to have experience in project design and workflow techniques, however this experience is not evident.

The applicant understands the main focus of data integration techniques, workflow techniques, and managers and machine learning approaches.

The applicant shows ability to work both independently and collaboratively in a research environment.

The applicant has a Bachelors and Masters of Science Dual Degree, no academic record of the profile.

The applicant has some experience in relevant software tools and programming languages.

The applicant shows ability to work both independently and collaboratively in a research environment.

The applicant's CV indicates experience in relevant software tools and programming languages.

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The applicant shows ability to work both independently and collaboratively in a research environment.
### ANNEX II - Employment Contract - Ref. IMM/CT/65-2023

<table>
<thead>
<tr>
<th>Name of the Applicant</th>
<th>Relevance of previous path and experience (30%)</th>
<th>Ability to work independently and collaboratively towards appropriate approach design (7%)</th>
<th>Communication skills for effective dialogue with &quot;Web Lab&quot; researchers (7%)</th>
<th>Motivation for the position (8%)</th>
<th>Total ANNEX II</th>
<th>Total ANNEX III + ANNEX IV</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maria Manuel da Cruz</td>
<td>8%</td>
<td>7%</td>
<td>7%</td>
<td>4%</td>
<td>20%</td>
<td>26%</td>
</tr>
<tr>
<td>Inês Fernandes Bento</td>
<td>8%</td>
<td>7%</td>
<td>7%</td>
<td>4%</td>
<td>20%</td>
<td>26%</td>
</tr>
<tr>
<td>Ana Margarida Almeida</td>
<td>8%</td>
<td>7%</td>
<td>7%</td>
<td>4%</td>
<td>20%</td>
<td>26%</td>
</tr>
<tr>
<td>Average</td>
<td>8%</td>
<td>7%</td>
<td>7%</td>
<td>4%</td>
<td>20%</td>
<td>26%</td>
</tr>
<tr>
<td>Ms. Saha</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
<td>22%</td>
<td>32%</td>
</tr>
</tbody>
</table>

#### Dr. Jamakhani:
- Discussed path and research experience with the team expectations for the position.
- Considering the previous projects and research experience, Dr. Jamakhani has shown to be able to work independently and collaborate with the project's team towards best approaches design.

#### Mr. Saha:
- Discussed path and experience with the team expectations for the position.
- Mr. Saha has previously worked independently, however more experience towards the required skills for best approaches design would be desirable.

#### Ms. Saha:
- Discussed path and experience with the team expectations for the position.
- Ms. Saha has previously worked independently, however more experience towards the required skills for best approaches design would be desirable.

#### Mr. Mandage:
- Discussed path and experience with the team expectations for the position.
- In previous projects and experiences, Dr. Mandage has worked independently and could collaborate with the project's team towards approach design.

#### Ms. Saha:
- Discussed path and experience with the team expectations for the position.
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#### Mr. Mandage:
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