

yes by
Zita Carvalho
JAF

Jury Meeting Minute
Call for a Head of Proteomics
Reference IMM/CT/71-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call for hiring a **Head of Proteomics**, under an **Unfixed-term contract**, with the funding support of European Commission, under the project Teaming “iMM-CARE: Boosting clinical research for the benefit of society”.

The job advert was published in EURAXESS Portugal on 30th of August 2023 and also disseminated in iMM website.

The call was opened from 31st of August until 30th of September 2023, having applied the following candidates:

- Cristian Munteanu
- Diana Maria Vieira
- Luís Carvalho
- Minia Antelo Varela

On the 24 of November of 2023, the jury composed Professors Vanessa Morais, Zita Carvalho and José Rino (all PhD's) met to analyze the application documents (Motivation Letter, Detailed CV, PhD Certificate and other documents that applicant may consider to be relevant to prove the scientific course).

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

- 1st Phase: Curricular Evaluation: 35% and Motivation Letter: 15%;
- 2nd Phase: Interview: 50%.

Curricular Evaluation (35%)

The curricular evaluation was based in the following criteria:

- Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);
- Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (25%).

Motivation letter (15%)

The motivation letter analysis was based in the following criteria:

- Motivation and interest for the activities to be performed (10%);
- Command of the English language (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.

Interview (50%) The jury called for interview the candidates with the highest score

For the interview, the jury considered the following criteria:

- Adequacy of the profile towards the activity to be performed (20%);
- Vision of the candidate's contribution for the proposed position (15%);
- Interpersonal skills relevant for the position (10%);
- Spoken English (5%).

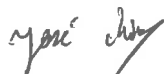
Lisbon, 17 of January of 2024



Vanessa Morais



Zita Carvalho



José Rino

ANNEX II - Employment Contract - Ref. IMM/CI/71-2023

Interview (50%)

Applicants	Adequacy of the profile towards the activity to be performed (20%)				Vision of the candidate's contribution for the proposed position (15%)				Interpersonal skills relevant for this position (10%)				Spoken english (5%)				Total ANNEX I + ANNEX II	
	Vanessa Morais	Zita Carvalho	João Rêgo	Average	Vanessa Morais	Zita Carvalho	João Rêgo	Average	Vanessa Morais	Zita Carvalho	João Rêgo	Average	Vanessa Morais	Zita Carvalho	João Rêgo	Average		
Cristian Murteanu	20 The candidate expressed a very keen interest in the research position. Candidate revealed independent thinking and a high sense of commitment to the tasks required.	20 Vast experience in coordinating a proteomics facility as well as associated equipment.	20 The candidate is very experienced in coordinating a proteomics facility and has extensive know-how in proteomics techniques	20,00	10,00 Candidate presented knowledge of the needed requirements for this position, however, appeared not fully engaged on working in a service/demand set-up.	15,00 Knowledge of the requirements for the proposed position including equipment, team and facility flow logistics.	10,00 The candidate's vision for the proposed position appears to be focused on a research line and collaborations rather than service provider	11,67	7,00 Candidate revealed a few of the required interpersonal skills for this position.	7,50 Candidate revealed most of the required interpersonal skills.	7,00 Candidate showed the required interpersonal skills for the position.	7,17	5,00 Clear and fluent command of the english language.	5,00 Clear and fluent command of the english language.	5,00 Fluent command of the English language	5,00	43,83	93,83
	10	10 Experience in production and purification of recombinant protein, however limited experience in proteomics. Experience in coordinating services.	13 The candidate has integrated a research facility but has limited experience in proteomics	10,67	5,00 Candidate did not present a clear vision on what were the necessary requirements for this position.	10,00 Limited vision regarding the requirements for the proposed position, namely in terms of equipment requirements.	9,00 The candidate's vision for the proposed position is vague and not well defined, particularly regarding technical instrumentation.	7,67	8,00 Candidate revealed some of the required interpersonal skills for this position.	10,00 Candidate revealed the required interpersonal skills.	10,00 Candidate showed the required interpersonal skills for the position.	9,33	5,00 Clear and fluent command of the english language.	5,00 Clear and fluent command of the english language.	5,00 Fluent command of the English language	5,00	32,67	
Diana Maria Vieira	15 The candidate expressed a high interest in the research position. Candidate revealed a certain degree of independent thinking.	10 Experience in the area of proteomics, mostly from the researcher perspective and not as coordinator of services or facilities.	11 The candidate has extensive experience in proteomics but not in coordination of a research facility	12,00	10,00 Candidate presented knowledge of the needed requirements for this position, however, appeared not fully engaged on working in a service/demand set-up.	5,00 Limited vision regarding the requirements for the proposed position.	10,00 The candidate's vision for the proposed position appears to be focused on a research line and collaborations rather than service provider	8,33	8,00 Candidate revealed some of the required interpersonal skills for this position.	10,00 Candidate revealed the required interpersonal skills.	10,00 Candidate showed the required interpersonal skills for the position.	9,33	5,00 Clear and fluent command of the english language.	5,00 Clear and fluent command of the english language.	5,00 Fluent command of the English language	5,00	34,67	79,83
	30	30	30	30,00	15,00 Candidate's vision was aligned with what is expected for this position.	15,00 The candidate's vision for the proposed position is very well aligned with a model of a proteomics facility	15,00	10,00 Candidate revealed several of the required interpersonal skills for this position.	10,00 Candidate revealed the required interpersonal skill.	10,00 Candidate showed the required interpersonal skills for the position.	10,00	5,00 Clear and fluent command of the english language.	5,00 Clear and fluent command of the english language.	5,00 Fluent command of the English language	5,00	50,00	98,83	
Minia Anacleto Varela																		

Handwritten signature and initials:
 Zita
 JMR