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
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**ANXIETY**

Motivation letter (15-35%)