

**Jury Meeting Minute**  
**Call for a Clinical Researcher**  
**Reference IMM/CT/59-2023**



Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call for hiring a Clinical Researcher to join the Rheumatology Research Laboratory coordinated by João Eurico Fonseca, under the supervision of Vasco C. Romão, João Eurico Fonseca e Elsa Sousa, funded by **Horizon-Europe**, under the research project "***DNA methylation markers to predict treatment success of biologicals in Crohn's disease***".

The job advert was published in EURAXESS Portugal on 5<sup>th</sup> of September 2023 and also disseminated in iMM website. The call was opened from September 6 until October 3 of 2023, this deadline was extended until 26<sup>th</sup> of October of 2023, having applied the following candidates:

- Bárbara Rodrigues
- Daniel Prata
- Hossein Marofi
- Inês Borges
- Margarida Silva

On the 7<sup>th</sup> of March of 2024, the jury composed by Vasco C. Romão, João Eurico Fonseca and Elsa Sousa (all PhDs), met to analyze the application documents (Motivation Letter, detailed CV, BSc Certificate, contacts of 2 references, training certificate in Rheumatology and training certificate in scientific research methodology).

No candidate submitted the following documents: Training certificate in Rheumatology, and Training certificate in scientific research methodology. Therefore, the jury decided not to consider the two application documents mentioned.

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

- 1st Phase: Curricular Evaluation: 50% and Motivation Letter: 10%;
- 2nd Phase: Interview: 40%. Only the candidates who score at least 50% in the phase 1 will be selected for an interview.

**Curricular Evaluation (50%)**

The curricular evaluation was based in the following criteria:

- Education relevant to the goals of the project (10%)
- Training in Rheumatology (30%)
- Study coordinator competences with experience in clinical research and clinical trials (10%)



### Motivation letter (10%)

The motivation letter analysis was based in the following criteria:

- Interest demonstrated by the candidate (5%)
- Writing skills and English proficiency (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 (40%)

For the interview, the jury considered the following criteria:

- Communication skills (20%)
- Social skills (10%)
- Spoken English proficiency (10%)

After thorough analysis of the applications, the jury noted that none of the candidates possessed prior medical training or specialization in Rheumatology. Consequently, none met the minimum qualifications necessary for the current job position. As a result, no candidate attained the minimum score of 50% required to advance to phase 2 of the selection process, namely the interview stage. Accordingly, the jury opted not to select any candidate and has decided to conclude the current job recruitment process.

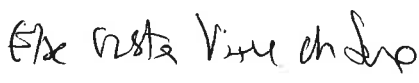
Lisbon, 12<sup>th</sup> of March of 2023



Vasco C. Romão  
(President of the Jury)



João Eurico Fonseca



Elsa Sousa

### Validation by the Heads of the Institution



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Professor Maria M. Mota  
Executive Director



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Professor Bruno Silva Santos  
Vice President

ANNEX I - Employment Contract - Ref. IMMI/CT/59-2023

| Applicants               | Curricular Evaluation (50%)   |   |  |               |   |  |  |               |  |  | Motivation Letter (10%)  |               |  |  |   | Total ANNEX |         |       |       |       |       |        |
|--------------------------|---|---|--|---------------|---|--|--|---------------|--|--|--|---------------|--|--|---|-------------|---------|-------|-------|-------|-------|--------|
|                          | Education relevant to the goals of the project (10%)  |   |  |               |   | Training in Rheumatology (30%)                                     |  |               |  |  | Study coordinator competences with experience in clinical research and clinical trials (10%) |               |  |  |   |             |         |       |       |       |       |        |
|                          | Vasco C. Romão  | João Eurico Fonseca   | Elsa Sousa   | Average       | Vasco C. Romão                                    | João Eurico Fonseca  | Elsa Sousa   | Average       | Vasco C. Romão   | João Eurico Fonseca  | Elsa Sousa   | Average       | Vasco C. Romão   | João Eurico Fonseca  | Elsa Sousa  |             | Average |       |       |       |       |        |
| <b>Barbara Rodrigues</b> | 0%  | 0%  | 0%   | 0,00%         | 0%  | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%  | 0,00%       | 4,58%   | 3,00% | 4,00% | 2,50% | 3,17% | 7,75%  |
|                          | Bachelor and Master in life sciences, but no medical degree. The applicant's educational background is not relevant for the project.                                  | No bachelor degree in Medicine. The candidate's academic background isn't pertinent to the project. | Educational path in Biochemistry and Biotechnology is insufficient for the purpose of the project.   | Justification | The applicant has no rheumatology specialization. | The candidate does not have training in rheumatology, as required. | Not a Rheumatologist or MD with Rheumatology experience. | Justification | The applicant has no previous experience in clinical research or clinical trials.            | The candidate has insufficient experience for this call's demands. | No experience as study coordinator or with clinical trials.                                  | Justification | The applicant shows interest on the area and great motivation. | The candidate has interest on the field and is motivated.                        | Shows interest on the project and motivation.                   | 4,50%       | 4,50%   | 3,00% | 4,00% | 2,50% | 3,17% | 7,75%  |
| <b>Daniel Prata</b>      | 0%  | 0%  | 0%   | 0,00%         | 0%  | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%  | 0,00%       | 4,67%   | 4,50% | 4,00% | 4,75% | 4,42% | 9,08%  |
|                          | Bachelor in Agricultural Engineering and Master in Environmental management and nanomedicine. The applicant's educational background is not relevant for the project. | No bachelor degree in Medicine. The candidate's academic background isn't pertinent to the project. | Educational path in Biology and Biotechnology, does not correlate with the needs of the project.     | Justification | The applicant has no rheumatology specialization. | The candidate does not have training in rheumatology, as required. | Not a Rheumatologist or MD with Rheumatology experience. | Justification | The applicant has no previous experience in clinical research or clinical trials.            | The candidate has insufficient experience for this call's demands. | No experience as study coordinator or with clinical trials.                                  | Justification | The applicant shows great interest on the field.               | The candidate has interest on the project and is motivated.                      | Shows interest on the project and end on Rheumatology research. | 4,50%       | 4,50%   | 4,00% | 4,00% | 4,75% | 4,42% | 9,08%  |
| <b>Hossein Marofi</b>    | 0%  | 0%  | 0%   | 0,00%         | 0%  | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%  | 0,00%       | 4,33%   | 4,50% | 4,00% | 4,75% | 4,42% | 8,75%  |
|                          | Bachelor in Agricultural Engineering and Master in Environmental management and nanomedicine. The applicant's educational background is not relevant for the project. | No bachelor degree in Medicine. The candidate's academic background isn't pertinent to the project. | Educational path in Biotechnology and Biomedicine does not correlate with the needs of the project.  | Justification | The applicant has no rheumatology specialization. | The candidate does not have training in rheumatology, as required. | Not a Rheumatologist or MD with Rheumatology experience. | Justification | The applicant has no previous experience in clinical research or clinical trials.            | The candidate has insufficient experience for this call's demands. | No experience as study coordinator or with clinical trials.                                  | Justification | The applicant shows interest on the field.                     | The candidate has interest on the project and is sufficiently motivated.         | Shows interest on the project.                                  | 4,33%       | 4,33%   | 4,00% | 4,00% | 4,75% | 4,42% | 8,75%  |
| <b>Inês Borges</b>       | 0%  | 0%  | 0%   | 0,00%         | 0%  | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%  | 0,00%       | 3,17%   | 4,50% | 4,00% | 4,75% | 4,42% | 7,58%  |
|                          | Bachelor and Master in the field of life sciences. The applicant's educational background is not relevant for the project.  | No bachelor degree in Medicine. The candidate's academic background isn't pertinent to the project. | Educational path in Biochemistry and Biomedicine does not correlate with the needs of the project.   | Justification | The applicant has no rheumatology specialization. | The candidate does not have training in rheumatology, as required. | Not a Rheumatologist or MD with Rheumatology experience. | Justification | The applicant has no previous experience in clinical research or clinical trials.            | The candidate has insufficient experience for this call's demands. | No experience as study coordinator or with clinical trials.                                  | Justification | The applicant shows general interest on the field.             | The candidate is motivated.  | Shows more interest on the institution than on the project.     | 2,50%       | 3,17%   | 4,50% | 4,00% | 4,75% | 4,42% | 7,58%  |
| <b>Margarida Silva</b>   | 0%  | 0%  | 0%   | 0,00%         | 0%  | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%   | 0,00%         | 0%   | 0%   | 0%  | 0,00%       | 4,42%   | 4,50% | 4,00% | 4,75% | 4,42% | 12,17% |
|                          | Bachelor in Biology and Master in Life Sciences. The applicant's educational background is not relevant for the project.  | No bachelor degree in Medicine. The candidate's academic background isn't pertinent to the project. | Educational path in Biochemistry and Biotechnology does not correlate with the needs of the project. | Justification | The applicant has no rheumatology specialization. | The candidate does not have training in rheumatology, as required. | Not a Rheumatologist or MD with Rheumatology experience. | Justification | The applicant has a specialization in clinical trial monitoring, but no previous experience. | The candidate did a brief specialization in clinical trials.       | No experience as study coordinator or with clinical trials.                                  | Justification | The applicant shows interest on the field.                     | The candidate has general interest on the project and is sufficiently motivated. | Shows interest on the project and motivation.                   | 4,42%       | 4,42%   | 4,50% | 4,00% | 4,75% | 4,42% | 12,17% |

