

G.S.B.  
Daniel Silva  
F. Enguita

**Jury Meeting Minute**  
**Call for a Computational Medicinal Chemist**  
**Reference IMM/CT/72-2023**

Instituto de Medicina Molecular João Lobo Antunes (iMM) opens a call for hiring a **Computational Medicinal Chemist** under an **Unfixed-term contract**, with the funding support by **Plano de Recuperação e Resiliência (PRR)**, under the project *Centros de Tecnologia e Inovação (CTI)*.

The job advert was published in EURAXESS Portugal on 05<sup>th</sup> of September 2023 and also disseminated in iMM website.

The call was opened from 6<sup>th</sup> of September until 18<sup>th</sup> of October 2023, having applied the following candidates:

- Adnane Aouidate
- Rohit Bavi

On the 5<sup>th</sup> of January of 2024, the jury composed by Gonçalo Bernardes (President of the Jury), Francisco Enguita and Daniel Silva (all PhDs), met to analyze the application documents (Motivation Letter in English, detailed CV, PhD Certificate and other documents that applicant may consider to be relevant to prove the scientific course).

The jury verified a **typing error** concerning the values of the evaluation criteria. **Where is read:**

**Evaluation criteria:** *The admitted applications will be evaluated taking into account the quality, timeliness and relevance of the profile and curriculum of each candidate and their adequacy to the proposed work plan, in accordance with the following method:*

- *1st Phase: Curricular evaluation: 35% and Motivation Letter: 15%*

*Based on the Curriculum, it will be analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely: qualifications relevant to the position (5%), experience and results in similar positions (25%) and leadership skills and team management (5%). The candidate's application for the position (15%) will be evaluated through the letter of motivation.*

- *2nd Phase: Interview: 50%*

**Should be read:**

**Evaluation criteria:** *The admitted applications will be evaluated taking into account the quality, timeliness and relevance of the profile and curriculum of each candidate and their adequacy to the proposed work plan, in accordance with the following method:*

- 1st Phase: Curricular evaluation: 63% and Motivation Letter: 27%

*Based on the Curriculum, it will be analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely: qualifications relevant to the position (9%), experience and results in similar positions (45%) and leadership skills and team management (9%). The candidate's application for the position (27%) will be evaluated through the letter of motivation.*

- 2nd Phase: Interview: 10%

The correction of the typing errors did not change the weight of each criteria in the evaluation, therefore such correction didn't impact on the evaluation of the candidates.

All admitted applications have been analyzed according to the above selection procedure, as amended.

#### **Curricular Evaluation (63%)**

The curricular evaluation was based in the following criteria:

- Qualifications relevant to the position (9%);
- Experience and results in similar positions (45%);
- Leadership skills and team management (9%).

#### **Motivation letter (27%)**

The motivation letter analysis was based in the following criteria:

- Motivation and interest for the position (27%).

The analysis and discrimination of the admitted candidates' classification in the First Phase of the current process are presented in the table of Annex I attached to this minute.

Considering that there were only 2 candidates and the evaluation based on the application documents submitted demonstrated that the candidates did not met the necessary requirements for the role for which they applied, none of them were considered for interview. Therefore, the jury decides not to fill the position.

**Lisbon, 12<sup>th</sup> of January of 2024**



Gonçalo Bernardes  
(President of the Jury)



Francisco Enguita



Daniel Silva

**ANNEX I - Employment Contract - Ref. IMM/CT/72-2023**

Applicants	Qualifications relevant to the position (9%)				Curricular evaluation (63%)				Leadership skills and team management (9%)				Motivation and interest for the position (27%)				Total ANNEX I			
	Name of Jury	9.00%	9.00%	Average	Experience and results in similar positions (45%)	Average	Leadership skills and team management (9%)	Average	Motivation and interest for the position (27%)	Average										
Adriane Aoudate	Gongalo Bernardes	9.00%	9.00%	9.00%	Gongalo Bernardes	13.50%	Francisco Enguita	9.00%	Daniela Silva	9.00%	Average	9.00%	Gongalo Bernardes	13.50%	Francisco Enguita	13.50%	Daniela Silva	18%	Average	15.00%
	PHD in "Computer Aided Drug Design", which relates to the requested (PHD in Computational Chemistry, Medical Chemistry or related discipline).	PHD in "Computer Aided Drug Design", which relates to the requested (PHD in Computational Chemistry, Medical Chemistry or related discipline).	PHD in "Computer Aided Drug Design", which relates to the requested (PHD in Computational Chemistry, Medical Chemistry or related discipline).	Justification	The candidate lacks experience in biotech/pharma industry, weak track record (low impact publications).	The candidate shows a limited leadership experience with weak track record.	Limited experience as a senior scientist (< 5 years).	Justification	Limited leadership and team management skills. These were briefly described in the candidate CV as only part of his current position (since 01-2023).	Candidate does not report adequate skills for leadership and team management facets.	Limited team management experience (i.e. junior research supervision < 1 year).	Justification	The candidate demonstrates interest for joining the Institute but fails to demonstrate a strong motivation for the Work Plan Activities.	Limited interest in the specific work plan. Not clear from the motivation letter what are the specific aims of the candidate within the position.	The candidate demonstrates how his previous experience might connect to the position. However, there is little to no connection to IMM's specific tender.	Justification	38.90%			
Rohit Bavi	Gongalo Bernardes	4.50%	4.50%	4.50%	Gongalo Bernardes	18.00%	Francisco Enguita	18.00%	Daniela Silva	18.00%	Average	18.00%	Gongalo Bernardes	0.90%	Francisco Enguita	1.80%	Daniela Silva	1.80%	Average	1.50%
	PHD in Biochemistry (mildly related to medicinal chemistry and Computational Chemistry).	PHD in Biochemistry (mildly related to medicinal chemistry and Computational Chemistry).	PHD in Biochemistry (mildly related to medicinal chemistry and Computational Chemistry).	Justification	Lack of experience in biotech/pharma industry, weak track record (25 publications, part of which not related to Computational Chemistry).	Very limited experience as a senior scientist. Weak publication output.	Limited senior experience (<10 years). Very limited experience in biotech/pharma.	Justification	Very limited leadership and team management skills. Only 1 master student supervision mentioned.	Candidate does not report adequate skills for leadership and team management facets.	Limited team management experience (i.e. 1 master student).	Justification	Poor motivation letter, with no interest expressed for joining the Institute (letter only refers to joining a Lab); lack of interest demonstrated for the proposed work plan activities.	Weak motivation letter. No clear interest in the IMM environment and working conditions.	Motivation letter does not connect with position and IMM.	Justification	30.00%			


  
 David Silva

