Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for one Research Fellowship under the project PTDC/MED-IMU/0938/2020 - “Targeting naïve CD4 T cells to avoid human immunodeficiency” (NAIVETALENT) with the funding support from Fundação para a Ciência e a Tecnologia, I.P. / MCTES through national funds (PIDDAC).

The ad was published at EURAXESS Portugal Portal on 27th of September 2023 and also disseminated in iMM website. The call was opened from 28th of September 2023 until 12th of October 2023 and during which the following applicant applied:

✓ Abdoulie Drammeh  
✓ Ana Rita Faisca Mariano  
✓ Andreia Araújo  
✓ Ayesha Areej  
✓ Cláudia Seixas Pinto  
✓ Francisco Sobral  
✓ Ian Teixeira  
✓ Inês Fonseca  
✓ João Mazeda  
✓ Lex Van Es  
✓ Lorena Pereira  
✓ Md Sarfaraz  
✓ Nicole Martins  
✓ Rubina Mailempady  
✓ Sara Mendes

The applicant João Mazeda was excluded because he did not submit all documents required in the job ad:

On the 16 of October 2023 the jury composed by Afonso Almeida (FMUL/iMM), Alexandre Raposo (iMM) and Ana Espada de Sousa (FMUL/iMM), met to analyze the application documents (Motivation Letter; Detailed CV; BSc and/or MSc degree certificate; Contacts of 2 references; Candidate’s declaration of honor indicating previous fellowships, if any, its typology and duration.) in accordance to the profile and work plan indicated in the job advert.

Work Plan and Goals: The work plan co-opts cell and tissue culture systems, in-vitro HIV infection approaches and use of the biosafety-level 3 (BSL-3) facility, flow cytometry, histology, molecular biology techniques and NGS approaches to uncover mechanisms underlying the establishment and maintenance of the human naïve CD4 T cells that will translate into new strategies to preserve immune competence throughout ageing and to foster immune recovery in the face of thymus impairment, transplantation or pro-inflammatory states found in many immune disorders and persistent infections.

The specific objectives are:
1. Reveal the contribute of the thymus to the heterogeneity of the naïve compartment.
2. Discover novel cues to modulate homeostatic proliferation conserving naivety.
3. Better understand the unique behaviour of naïve regulatory T cells.
4. Decipher the impact of a pro-inflammatory microenvironment in naïve CD4 T cells.

Candidate’s Profile: BSc and/or MSc degree holder in the area of Biomedicine; Preferential requirements: Experience in cell isolation and cell and/or tissue culture; Experience in Flow Cytometry; Experience in Molecular Biology.
**Necessary Documents for Applications:** - Motivation Letter; - Detailed CV; - BSc and/or MSc degree certificate; - Contacts of 2 references; - Candidate's declaration of honor indicating previous fellowships, if any, its typology and duration.

**Selection Method:** Curricular Evaluation (100%).

**Curricular Evaluation (100%)**
The Curriculum evaluation took in consideration the CV and motivation letter:
- BSc and/or MSc degree holder in in the area of Biomedicine (20%);
- Experience in cell isolation and cell and/or tissue culture (20%);
- Experience in Flow Cytometry (40%);
- Experience in Molecular Biology (10 %);
- Motivation Letter (10%);

The analysis and discrimination of the admitted candidate's classification in the sole phase of this process are presented in Annex I.

At this stage, the selected candidate is the one with the highest score.

*Lisbon, 16th of October 2023*

Afonso Almeida, PhD (FMUL/iMM)

Alexandre Raposo, PhD (iMM)

Ana Espada de Sousa (FMUL/iMM)
## ANNEX I - EVALUATION: Fellowship Reference IMM/BI/16-2023

<table>
<thead>
<tr>
<th>Applicant</th>
<th>BSc and/or MSc degree holder in the area of Biomedicine (20%)</th>
<th>Experience in cell isolation and cell and/or tissue culture (20%)</th>
<th>Experience in Flow Cytometry (40%)</th>
<th>Experience in Molecular Biology (10%)</th>
<th>Interest and motivation for the proposed work plan (10%)</th>
<th>Total</th>
<th>Justification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abdoulie Drammeh</td>
<td>20</td>
<td>15</td>
<td>15</td>
<td>5</td>
<td>9</td>
<td>64</td>
<td>Experience in human studies, mainly on the cohort management and organization of vaccine trials. Relatively poor experience in flow cytometry and no reference to spectral flow cytometry.</td>
</tr>
<tr>
<td>Ana Rita Faisca Mariano</td>
<td>20</td>
<td>15</td>
<td>20</td>
<td>5</td>
<td>6</td>
<td>66</td>
<td>Experience in human studies, no experience with spectral flow cytometry which facilitates the development of the project.</td>
</tr>
<tr>
<td>Andreia Araújo</td>
<td>10</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>4</td>
<td>19</td>
<td>No evidence of experience in flow cytometry.</td>
</tr>
<tr>
<td>Ayesha Areej</td>
<td>10</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td>8</td>
<td>27</td>
<td>Poor evidence of experience with the processing of human cells and in Flow Cytometry.</td>
</tr>
<tr>
<td>Cláudia Seixas Pinto</td>
<td>12</td>
<td>10</td>
<td>0</td>
<td>6</td>
<td>7</td>
<td>35</td>
<td>No evidence of experience in flow cytometry.</td>
</tr>
<tr>
<td>Francisco Sobral</td>
<td>20</td>
<td>15</td>
<td>15</td>
<td>10</td>
<td>8</td>
<td>68</td>
<td>Experience in human studies, no experience with spectral flow cytometry which facilitates the development of the project.</td>
</tr>
<tr>
<td>Ian Teixeira</td>
<td>20</td>
<td>5</td>
<td>0</td>
<td>5</td>
<td>8</td>
<td>38</td>
<td>Interesting and relevant bioinformatician background. No experience in flow cytometry.</td>
</tr>
<tr>
<td>Inês Fonseca</td>
<td>18</td>
<td>5</td>
<td>10</td>
<td>10</td>
<td>8</td>
<td>51</td>
<td>Relatively poor experience in Flow Cytometry and in primary human cells.</td>
</tr>
<tr>
<td>lex Van Es</td>
<td>20</td>
<td>5</td>
<td>10</td>
<td>10</td>
<td>8</td>
<td>53</td>
<td>Relatively poor experience in Flow Cytometry and in primary human cells.</td>
</tr>
<tr>
<td>Lorena Pereira</td>
<td>20</td>
<td>10</td>
<td>20</td>
<td>10</td>
<td>5</td>
<td>65</td>
<td>Poor experience in primary human cells.</td>
</tr>
<tr>
<td>Md Sarfaraz</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>10</td>
<td>5</td>
<td>35</td>
<td>No evidence of experience in Flow Cytometry.</td>
</tr>
<tr>
<td>Nicole Martins</td>
<td>15</td>
<td>20</td>
<td>40</td>
<td>0</td>
<td>10</td>
<td>85</td>
<td>Very relevant experience in human tissue and cell processing as well as in spectral flow cytometry.</td>
</tr>
<tr>
<td>Rubina Mailempady</td>
<td>15</td>
<td>12</td>
<td>0</td>
<td>2</td>
<td>6</td>
<td>35</td>
<td>No evidence of experience in Flow Cytometry.</td>
</tr>
<tr>
<td>Sara Mendes</td>
<td>15</td>
<td>10</td>
<td>0</td>
<td>8</td>
<td>5</td>
<td>38</td>
<td>No evidence of experience in Flow Cytometry.</td>
</tr>
</tbody>
</table>
Declaração de inexistência de conflito de interesses (CDI)

Os membros do júri do Concurso para Atribuição de 1 (uma) Bolsa de Investigação, Ref.ª IMM/BI/16-2023, aberto ao abrigo do projeto PTDC/MED-IMU/0938/2020 - “Targeting naïve CD4 T cells to avoid human immunodeficiency” (NAÏVETALENT), vêm por este meio declarar que não se encontram em situação de conflito de interesses que os impeça de participar no respetivo processo de seleção e atribuição de bolsa.

Declaram também manter a confidencialidade ao longo do processo de avaliação.

Lisboa, 16 de Outubro de 2023

Afonso Almeida (IMM, FMUL)

Alexandre Raposo (IMM)

Ana Espada de Sousa (IMM, FMUL)