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Jury Meeting Minute
Postdoctoral Researcher position
Reference IMM/CT/88-2023

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Postdoctoral Researcher to join the Physical Biochemistry of Drugs & Targets Laboratory coordinated by Prof. Miguel Castanho, under the research project "**One size fits all unique drug to eradicate multiple viral species simultaneously from the central nervous system of co-infected individuals**" (Grant Agreement number: 828774 NOVIRUSES2BRAIN — H2020-FETOPEN-2018-2020/H2020, funded by European Commission – Research Executive Agency).

The job advert was published in EURAXESS Portugal on 11th of October 2023 and also disseminated in iMM website and social network.

The call was opened from 12th to 25th of October 2023, having applied the following candidates (by alphabetic order):

- António Camarão
- Emad Elgendy

On the 3rd of November 2023, the jury composed by Miguel Castanho, Ana Salomé Veiga, and Vera Neves met to analyze the application documents (Motivation Letter, Detailed CV, and PhD degree certificate).

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

- **1st Phase: Curricular evaluation (70%) and Motivation Letter (10%)**

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:

- a) *Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);*
- b) *Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (60%).*

Based on the letter of motivation will be evaluated:

- a) *Motivation and interest for the activities to be performed (5%);*
- b) *Written domain of the English language (5%).*

- **2nd Phase: Interview (20%)**

The jury will select for the interview the 5 candidates who obtained in the first phase the highest ranking, with a minimum of 40%, or the number of candidates, up to 5, who obtained in the first phase a minimum rating of 40%. In the event of a tie, the decision will be responsibility of the chairman of the jury.

Curricular Evaluation (70%)

The curricular evaluation was based in the following criteria:

- a) Executed and/or published scientific work, with special emphasis on areas related to the work plan (10%);
- b) Research experience and relevant knowledge in the area of the proposed work plan as described in the candidate profile (60%).

Motivation letter (10%)

The motivation letter analysis was based in the following criteria:

- Motivation and interest for the activities to be performed (5%);
- Written domain 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 (20%)

One applicant obtained more than 40% in the first phase and was invited for an interview. The applicant is identified below.

- António Camarão

The interview took place on the 7th November 2023 and the jury considered the following criteria:


- Good communication skills, collaborative attitude, service-oriented team player (4%);
- Sense of organization, initiative, strong commitment, and working ethics (6%);
- Communication in English (4%);
- Technical knowledge (6%).

At this stage, the candidate had a positive mark and is ranked 1st overall in the selection procedure.

Lisbon, 7th of November of 2023


Miguel Castanho


Ana Salomé Veiga


Vera Neves

EVALUATION TABLE: ANNEX I - REFERENCE IMM/CT/88-2023

Candidate	Curricular Evaluation (70%)		Motivation Letter (10%)		Total	Justification (must be clear and mention all aspects of the 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 (60%)	Motivation and interest for the activities to be performed (5%)	Written domain of the English language (5%)		
António Camarão	8	40	5	5	58	The candidate has a PhD obtained less than 3 years in Veterinary Medicine and previous experience in Virology. Relevant publications in virology area. Regarding the preferred skills, the candidate has a very relevant experience in both Mammalian cell culture and several molecular biology techniques. No evidence of experience in Toxicology, Biophysics techniques and C. elegans or similar animal model. The candidate did a course on basics of laboratory animal science function B in accordance with the recommendations of the Federation of European Laboratory Animal Science Associations (FELASA). The motivation letter is well-written and shows a high motivation and interest for the activities of the project.
Emad Elgendy	8	23	2	4	37	The candidate has a PhD obtained more than 3 years in Microbiology (virology). A penalty was applied for that reason. Candidate has previous experience in Virology. Relevant publications in virology area. Regarding the preferred skills, the candidate has relevant experience in both Mammalian cell culture and many molecular biology techniques. No evidence of experience in Toxicology, Biophysics techniques and C. elegans or similar animal model. The motivation letter is well-written and shows clear interest in virology area but it lacks a clear interest for the activities of the project.

ANEXO II

EVALUATION TABLE: ANNEX II - REFERENCE IMM/CT/88-2023

Candidate	Total ANNEX I	Interview (20%)				Total ANNEX II	Justification	Total ANNEX I + ANNEX II	Ranking
		Good communication skills, collaborative attitude, service-oriented team player (4%)	Sense of organization, initiative, strong commitment, working ethics and rigor (6%)	Communication in English (4%)	Technical Knowledge (6%)				
Antônio Camarão	58	3	5	3	5	16	The candidate showed a proactive attitude, with demonstrated technical knowledge for in vitro work.	74	1