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Jury Meeting Minute
Postdoctoral Researcher
Reference IMM/CT/10-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call for the hiring of a Postdoctoral Researcher to join the Physical Biochemistry of Drugs & Targets Laboratory coordinated by Prof. Miguel Castanho, under the research project **“AVITHRAPID: Antiviral Therapeutics for Rapid Response Against Pandemic Infectious Diseases”** with the reference **HORIZON-HLTH-2023-DISEASE-03**, funded by **European Commission**.

The job advert was published in EURAXESS Portugal on 26th of January of 2024 and also disseminated in iMM website.

The call was opened from 29th of January until 9th of February 2024, having applied the following candidates:

- Abdul Ahad
- Atharva Bhide
- Eduardo Montoya-Diaz
- Marco Cavaco

The applicants Abdul Ahad and Atharva Bhide were excluded since they did **not submit all the required documents in the job ad and they were informed of that**.

On the 26th of February of 2024, the jury composed by Miguel Castanho (President of the Jury), Ana Salomé Veiga and Vera Neves, met to analyze the application documents (PhD Certificate, Motivation Letter in English, Detailed CV and contacts of 2 references).

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

- **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 motivation letter will be evaluated:

- c) Motivation and interest for the activities to be performed (5%);
- d) 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.

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.

Following this, on the 5th of March of 2024, the jury contacted the 2 (two) candidates with the highest score (through email) and invited them for an interview. The 2 (two) candidates selected for the interview are identified below:


- Eduardo Montoya-Diaz
- Marco Cavaco

The analysis and discrimination of each candidate classification in the Second Phase and the total classification in both phases are presented in the table of Annex II attached to this minute.

Lisbon, 8th of March of 2024



Miguel Castanho
(President of the Jury)



Ana Salomé Veiga



Vera Neves

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca
President



Professor Bruno Silva Santos
Vice President

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ANNEX I - Employment Contract - Ref. IMM/CT/10-2024

Applicants	Curricular Evaluation (70%)										Motivation Letter (10%)				Total ANNEX I				
	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%)			
	Miguel Castanho	Ana Salomé Veiga	Vera Neves	Average	Miguel Castanho	Ana Salomé Veiga	Vera Neves	Average	Miguel Castanho	Ana Salomé Veiga	Vera Neves	Average	Miguel Castanho	Ana Salomé Veiga		Vera Neves	Average		
Eduardo Montoya-Diaz	7,00%	7,00%	7,00%	7,00%	45,00%	45,00%	45,00%	45,00%	2,00%	2,00%	2,00%	2,00%	5,00%	5,00%	5,00%	5,00%			
	Relevant work on the development and testing drug formulation for the treatment of viral infections. Investigated the mechanism of action of vaccines based on its biodistribution. No experience on brain targeting drugs.	Relevant work on the development and testing drug formulation for the treatment of viral infections. Investigated the mechanism of action of vaccines based on its biodistribution. No experience on brain targeting drugs.	Relevant work on the development and testing drug formulation for the treatment of viral infections. Investigated the mechanism of action of vaccines based on its biodistribution. No experience on brain targeting drugs.		PhD in immunology. Experience in virology. Experience in molecular biology, mammalian cell culture and biodistribution, but no experience in biophysics or brain-targeting.	PhD in immunology. Experience in virology. Experience in molecular biology, mammalian cell culture and biodistribution, but no experience in biophysics or brain-targeting.	PhD in immunology. Experience in virology. Experience in molecular biology, mammalian cell culture and biodistribution, but no experience in biophysics or brain-targeting.		Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Interest and motivation in the project and prior experience fits in part the workplan.	Excellent command of written English.	Excellent command of written English.	Excellent command of written English.				
Marco Cavaco	9,00%	9,00%	9,00%	9,00%	60,00%	60,00%	60,00%	60,00%	3,00%	3,00%	3,00%	3,00%	5,00%	5,00%	5,00%	5,00%			
	Significant publications on drug formulation and drug delivery systems and relevant work on the biodistribution and pharmacokinetics of brain targeting drugs. Several publications on the activity of peptides and biologics for brain related diseases.	Significant publications on drug formulation and drug delivery systems and relevant work on the biodistribution and pharmacokinetics of brain targeting drugs. Several publications on the activity of peptides and biologics for brain related diseases.	Significant publications on drug formulation and drug delivery systems and relevant work on the biodistribution and pharmacokinetics of brain targeting drugs. Several publications on the activity of peptides and biologics for brain related diseases.		PhD in biological sciences Experience in drug development. Experience in biophysics, molecular biology, mammalian cell culture and biodistribution for brain targeting drugs.	PhD in biological sciences Experience in drug development. Experience in biophysics, molecular biology, mammalian cell culture and biodistribution for brain targeting drugs.	PhD in biological sciences Experience in drug development. Experience in biophysics, molecular biology, mammalian cell culture and biodistribution for brain targeting drugs.		Interest and motivation in the project and prior experience fits the workplan.	Interest and motivation in the project and prior experience fits the workplan.	Interest and motivation in the project and prior experience fits the workplan.	Interest and motivation in the project and prior experience fits the workplan.	Excellent command of written English.	Excellent command of written English.	Excellent command of written English.				

ANNEX II - Employment Contract - Ref. IMM/CT/10-2024

Applicants	Interview (20%)													Total ANNEX I + ANNEX II												
	Good communication skills, collaborative attitude, team player (4%)				Motivation, initiative, strong commitment, working ethics and rigor (6%)			Communication in English (4%)				Technical Knowledge (6%)				Total ANNEX II										
	Miguel Castanho	Ana Salomé Veiga	Vera Neves	Average	Miguel Castanho	Ana Salomé Veiga	Vera Neves	Average	Miguel Castanho	Ana Salomé Veiga	Vera Neves	Average	Miguel Castanho		Ana Salomé Veiga		Vera Neves	Average								
Eduardo Montoya-Diaz	4%	4%	4%	4%	3%	3%	3%	3.00%	4%	4%	4%	4%	4%	4%	4%	4.00%	4%	4%	4%	4.00%	15.00%	74.00%				
	Good communication skills and good interpersonal skills.	Good communication skills and good interpersonal skills.	Good communication skills and good interpersonal skills.	Good communication skills and good interpersonal skills.	Showed some initiative but modest commitment and motivation to work plan. Limited knowledge on areas of research of host lab.	Showed some initiative but modest commitment and motivation to work plan. Limited knowledge on areas of research of host lab.	Showed some initiative but modest commitment and motivation to work plan. Limited knowledge on areas of research of host lab.	Showed some initiative but modest commitment and motivation to work plan. Limited knowledge on areas of research of host lab.	Excellent communication in English.	Excellent communication in English.	Excellent communication in English.	Excellent communication in English.	Background in immunology and vaccines but no experience in antivirals, in antivirals, drug development or brain-targeting.	Background in immunology and vaccines but no experience in antivirals, in antivirals, drug development or brain-targeting.	Background in immunology and vaccines but no experience in antivirals, in antivirals, drug development or brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	5%	5%	5%	5.00%	18.00%	95.00%
Marco Cavaco	4%	4%	4%	4%	5%	5%	5%	5.00%	4%	4%	4%	4%	4%	4%	4%	4.00%	4%	4%	4%	4.00%	18.00%	95.00%				
	Good communication skills and good interpersonal skills.	Good communication skills and good interpersonal skills.	Good communication skills and good interpersonal skills.	Good communication skills and good interpersonal skills.	Showed motivation and commitment to the work plan. Had knowledge on the fields of research carried out at the host lab.	Showed motivation and commitment to the work plan. Had knowledge on the fields of research carried out at the host lab.	Showed motivation and commitment to the work plan. Had knowledge on the fields of research carried out at the host lab.	Showed motivation and commitment to the work plan. Had knowledge on the fields of research carried out at the host lab.	Excellent communication in English.	Excellent communication in English.	Excellent communication in English.	Excellent communication in English.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	Background in biological sciences, with no experience in antivirals, but excellent knowledge on drug development and brain-targeting.	5%	5%	5%	5.00%	18.00%	95.00%

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