Jury Meeting Minute
Head of Proteomics Position
Reference IMM/CT/15-2024

The Instituto de Medicina Molecular João Lobo Antunes (IMM) opened a call to hire 1 (one) Head of Proteomics according to the Applicable Regulation, under a Permanent Employment Contract within Contrato-Programa de Apoio Institucional —Associate Laboratories (CEECINST/LA00025/2022).

The job advert was published in EURAXESS Portugal on 16th of February 2024 and also disseminated in IMM website.

The call was opened from the 19th of February until 1st of April 2024 (30 working days), having applied the following candidates:

- Asma Ressaissi
- Carla Pestana Gomes
- Minia Antelo Varela

The candidate Carla Pestana Gomes was excluded because she didn’t hold the PhD degree as required in the job ad.

On the 24th of April 2024, the jury composed by José Rino (President of the Jury), Vanessa Morais and Zita Carvalho (all PhD’s) met to analyze the application documents (- Detailed CV; - Motivation letter in English; - PhD Certificate; - Other documents that applicant may consider to be relevant to prove the scientific course (Optional)) in accordance to the profile and work plan indicated in the job advert.

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

**Curriculum Analysis (70%) and Motivation Letter (30%)**

- Based on the Curriculum, it was analyzed qualitatively, and in what concerns to its content and relevance for the tasks to be performed, namely:
  a) Academic background and experience in coordination of proteomics research work and techniques (25%);
  b) Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%);
  c) Research achievements and relevant results in the area of the proposed work plan as described in the candidate profile (25%).

- Based on the Letter of Motivation it was evaluated:
  a) Motivation and interest for the activities to be performed (20%);
  b) Written communication in English language (10%).

The analysis and discrimination of the admitted candidate’s classification in the sole phase of current process are presented in the table of Annex I.

At this stage the candidate with the highest score will be selected for the position.
Lisbon, 24th of April 2024

José Rino  
(President of the Jury)

Vanessa Morais  
Zita Carvalho

Validation by the Heads of the Institution

Professor Bruno Silva-Santos  
Vice President

Professor Maria M. Mota  
Executive Director
## ANNEX I - Evaluation: Employment Contract - Ref. IMM/CT/15-2024

### Applicants

<table>
<thead>
<tr>
<th>Name of Jury</th>
<th>José Rino</th>
<th>Vanessa Morais</th>
<th>Zita Carvalho</th>
<th>Average</th>
<th>José Rino</th>
<th>Vanessa Morais</th>
<th>Zita Carvalho</th>
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<th>José Rino</th>
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<th>José Rino</th>
<th>Vanessa Morais</th>
<th>Zita Carvalho</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asma Ressaisi</td>
<td>8,00</td>
<td>10,00</td>
<td>10,00</td>
<td>9,87</td>
<td>10,00</td>
<td>10,00</td>
<td>15,00</td>
<td>15,00</td>
<td>15,33</td>
<td>10,00</td>
<td>9,00</td>
<td>9,00</td>
<td>9,33</td>
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<td>10,00</td>
<td>10,00</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minia Antelo Varela</td>
<td>25,00</td>
<td>22,00</td>
<td>25,00</td>
<td>24,33</td>
<td>18,00</td>
<td>20,00</td>
<td>19,67</td>
<td>25,00</td>
<td>25,00</td>
<td>25,00</td>
<td>25,00</td>
<td>25,00</td>
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</tbody>
</table>

### Curricular Analysis (70%)

<table>
<thead>
<tr>
<th>Description</th>
<th>José Rino</th>
<th>Vanessa Morais</th>
<th>Zita Carvalho</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research achievements and relevant results in the area of the proposed work plan as described in the candidate profile (25%)</td>
<td>10,00</td>
<td>10,00</td>
<td>15,00</td>
<td>15,33</td>
</tr>
<tr>
<td>Executed and/or published scientific work, with special emphasis on areas related to the work plan (20%)</td>
<td>15,00</td>
<td>15,00</td>
<td>15,00</td>
<td>15,00</td>
</tr>
<tr>
<td>Academic background and experience in coordination of proteomics research work and techniques (25%)</td>
<td>10,00</td>
<td>10,00</td>
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<td>10,00</td>
</tr>
</tbody>
</table>

### Motivation Letter (30%)

<table>
<thead>
<tr>
<th>Description</th>
<th>José Rino</th>
<th>Vanessa Morais</th>
<th>Zita Carvalho</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written communication in English language (10%)</td>
<td>10,00</td>
<td>10,00</td>
<td>10,00</td>
<td>10,00</td>
</tr>
<tr>
<td>Motivation and interest for the activities to be performed (20%)</td>
<td>8,00</td>
<td>8,00</td>
<td>10,00</td>
<td>8,87</td>
</tr>
<tr>
<td>Justification</td>
<td>The candidate demonstrated capacity to work in teams. It has no experience in coordinating groups/facilities within the area of interest.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Justification</td>
<td>The candidate expressed some interest in the research project.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Justification</td>
<td>Although the candidate has no experience in coordinating a facility.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Total ANNEX 1

<table>
<thead>
<tr>
<th>Name of Jury</th>
<th>José Rino</th>
<th>Vanessa Morais</th>
<th>Zita Carvalho</th>
<th>Average</th>
</tr>
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<tbody>
<tr>
<td>Total</td>
<td>45,00</td>
<td>45,00</td>
<td>45,00</td>
<td>45,00</td>
</tr>
</tbody>
</table>

### Justification

- **Asma Ressaisi**: The candidate has some research experience and know-how in proteomics techniques.
- **Minia Antelo Varela**: The candidate is very experienced in coordinating a proteomics facility and has extensive know-how in proteomics techniques.
Final Jury Meeting Minute
IMM/CT/15-2024

After the preliminary hearing period of 10 working days, no changes were verified in what concerns to classification and ranking of the admitted candidates.

The jury will contact the candidate ranked in 1st Mínia Varela, and will offer her the position.

This final decision is signed by the three members of the jury and also validated by the Heads of the Institution.

Lisbon, 13th of May 2024

José Rino
(President of the Jury)

Vanessa Morais

Zita Santos

Validation by the Heads of the Institution

Professor Bruno Silva Santos
Vice President

Professor Maria M. Mota
Executive Director
ANNEX I – Final list of classification and ranking of the admitted candidate

<table>
<thead>
<tr>
<th>Ranking</th>
<th>Name</th>
<th>Final Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Minia Varela</td>
<td>97.33</td>
</tr>
<tr>
<td>2</td>
<td>Asma Ressaissi</td>
<td>45</td>
</tr>
</tbody>
</table>