



## Jury Meeting Minute

Researcher - Reference IMM/CT/41-2024

Instituto de Medicina Molecular João Lobo Antunes (iMM) opened a call to hire a Researcher to join the Telomeres, long noncoding RNAs and genome stability Laboratory, coordinated by Claus M. Azzalin within the research project *PTDC/MED-ONC/7864/2020 – “Study of Alternative Lengthening of Telomeres-associated telomeric replicative stress alleviators - paving avenues towards innovative anti-cancer therapies”* with the funding support from FCT/MCTES.

The job advert was published in EURAXESS Portugal on 18<sup>th</sup> of April of 2024 and also disseminated in iMM website and social network.

The call was opened from 19<sup>th</sup> of April until 6<sup>th</sup> of May 2024, having applied the following candidates:

Ana Daniela Guedes	- Filipa Trigo de Moraes
Ana Pereira	- Gaurav Ashok
Asma Ressaissi	- Inês Santos
Baraa Saqr	- Inês Soure
Beatriz C. Sobreira	- Joana Ferreira
Bianca Miranda Basso	- José António Gonçalves Vareda
Brenda de Oliveira	- Madalena Jabouille
Bruno Monteiro	- María Victoria Canal
Carla Sousa	- Narayanan Santhanam
Carlota Tavares Marcos	- Sebastião Maria Mollet Morais de Barros
Cláudia Nogueira	- Swati Shandilay
Débora Cruz	

The applicants Ana Pereira, Carla Sousa, Gaurav Ashok, Madalena Jabouille and María Victoria Canal were excluded because they did not hold the MSc degree and/or did not submit all the documents required in the job ad and all candidates were informed of that.

On the 08 of May of 2024, the jury composed by Patrícia Lona Abreu, Claus M. Azzalin and Joana Rodrigues met to analyze the application documents (Motivation Letter in English, Detailed CV, MSc degree certificate 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 (50%) and Motivation Letter (30%)

- ✓ Based on the Curriculum, it was evaluated the following criteria:
  - a) MSc in cell biology, biochemistry or related fields (12%);



- b) Experience in cell biology, molecular biology and fluorescence microscopy (28%);
  - c) Publications in peer-reviewed journals and/or international experience (5%);
  - d) Informatics skills (5%).
- ✓ Based on the Motivation Letter, it was evaluated the following criteria:
- a) Deep interest in telomere biology and genome stability maintenance at large (20%);
  - b) Written communication and domain of the English language (5%);
  - c) Managing skills, forward thinking, can-do, pro-active attitude (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.

#### **2<sup>nd</sup> Phase: Interview (20%)**

Following the 1<sup>st</sup> Phase evaluation, 4 applicants scored at least 70% and were invited for an interview. The applicants are identified below and the interviews took place on 14<sup>th</sup> and on 15<sup>th</sup> of May of 2024.

- Ana Daniela Guedes
- Bianca Miranda Basso
- Carlota Tavares Marcos
- Narayanan Santhanam

The interview intended to evaluate the following criteria:

- a) Presentation skills (2%);
- b) Interest and knowledge of the field of study of the lab (15%);
- c) Command of spoken English (1.5%);
- d) Interpersonal skills (1.5%).

The analysis and discrimination of the admitted candidates' classification in the Second Phase and total classification in both phases of current process are presented in the table of Annex II attached to this minute.

**At this stage, the candidate with the highest score (minimum of 80%) will be selected for the position.**

Lisbon, 20<sup>th</sup> of May of 2024

Patrícia Lona Abreu

Patrícia Lona Abreu

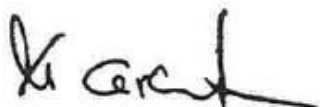


Claus M. Azzalin

Jóana Cristina Peze Rodrigues

Jóana Rodrigues

Validation by the Heads of the Institution



Professor M. Carmo-Fonseca  
President



Professor Maria M. Mota  
Executive Director

## EVALUATION TABLE: ANNEX I - REFERENCE IMM/CT/41-2024

Candidate	Curricular Evaluation (50%)				Motivation Letter (30%)			Total	Justification
	MSc in cell biology, molecular biology and fluorescence microscopy (28%)	Experience in cell biology, molecular biology and/or international experience (5%)	Informatics skills (5%)	Deep interest in telomere biology and genome stability maintenance at large (20%)	Written communication and domain of the English language (5%)	Managing skills, forward thinking, can-do, pro-active attitude (5%)			
Ana Daniela Guedes	12	26	2.5	3	19	5	5	72.5	The candidate has knowledge in the cancer biology field and has experience in most of the techniques required to develop the work plan associated to this position. The motivation letter demonstrates interest in the telomere and cancer biology fields and shows excellent written English skills. The candidate does not have publications, but has some international experience. The candidate has some relevant informatic skills and shows also good organization skills.
Asma Ressaissi	8	14	3	4	0	5	3	37	The candidate has a very good track record with several publications in pharmacology/toxicology, but very limited experience in genome stability and cancer. The candidate has some experience in molecular and cellular biology, but very limited experience with the requested techniques. The motivation letter is very well written but the candidate does not show interest in telomere biology or genome stability.
Baraa Saqr	12	18	3	4	20	5	4	66	The candidate has experience in the aging field and the motivation letter very clearly demonstrates the candidate's interest in telomere biology and motivation to work in the activities related to this position. The candidate seems to have experience in cellular and molecular biology techniques, but from the CV their precise skillset and proficiency in the different techniques is difficult to assess. The candidate is co-author in one publication in the aging field and has some international experience.
Beatriz C. Sobreira	12	22	2.5	4	19	5	4	68.5	The candidate has knowledge in the aging and cancer biology fields and some international experiences. The candidate has experience in cellular and molecular biology techniques, but very limited experience in fluorescence microscopy, and no publications. The motivation letter demonstrates interest in the telomere and cancer biology fields and shows excellent written English skills.
Bianca Miranda Basso	12	26	2	2	18	5	5	70	The candidate has some knowledge in the cancer biology field and extensive experience in genome editing. The candidate also has experience in most of the techniques required to develop the work plan associated to this position. The motivation letter demonstrates interest in the telomere and cancer biology fields and shows very good written English skills. The candidate is co-author in one publication in the cancer biology field and has very good organization skills.
Brenda de Oliveira	12	22	2.5	4	0	3	3	46.5	The candidate has knowledge in the cancer biology field, but mostly in the context of immunology studies. The candidate has experience in many of the techniques required to develop the work plan associated to this position. The motivation letter shows an acceptable command of written English, but the candidate does not show interest in telomere biology or genome stability.
Bruno Monteiro	12	20	2.5	4	18	5	4	65.5	The candidate has experience in most of the techniques required for the work plan associated to this position, although the main areas of research from their previous positions are not directly linked to telomere biology or genome stability. The publications of the candidate are also not related to these fields. The motivation letter demonstrates interest in the research area of the laboratory and motivation to work in activities related to this position, as well as excellent written English skills.

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Carlota Tavares Marcos	12	25	4	3	18	5	4	71	The candidate has knowledge in the cancer biology field and has experience working with long non-coding RNAs in cancer cells, including practical proficiency in most of the techniques required to develop the work plan associated to this position. The candidate is co-first author in 2 publications related to cancer biology. The motivation letter demonstrates interest in the telomere and cancer biology fields and shows excellent written English skills.
Cláudia Nogueira	12	14	0	0	5	5	3	39	The candidate has knowledge in the cancer biology field and their master project was related to telomere biology. The candidate has some experience in cellular biology techniques, but the proficiency in the required molecular biology techniques and fluorescence microscopy seems to be very limited or lacking; there is also no mention to relevant informatic skills. The motivation letter is well written but does not demonstrate interest in continuing working in telomere biology or motivation to carry out the activities associated with this position. The candidate has no publications or international experience.
Débora Cruz	8	10	2	0	5	5	3	33	The candidate's educational background and previous research experiences are not very well aligned with the research interests of the laboratory. The candidate has some experience in cellular biology techniques, but experience in molecular biology techniques and fluorescence microscopy appears to be lacking. There is also no mention to relevant informatic skills. The motivation letter is well written but does not demonstrate a clear interest in telomere biology or genome stability, nor motivation to work in the activities associated with this position. The candidate has no publications or international experience.
Filipa Trigo de Moraes	12	20	2.5	3	0	5	4	46.5	The candidate has experience in most of techniques required for the work plan associated to this position, although the main areas of research from their previous positions are not directly linked to telomere biology or genome stability. The motivation letter is very well written but the candidate does not show interest in the research topic of the laboratory nor in the work plan associated to this position. The candidate has some international experience, but no publications.
Inês Santos	12	14	0	4	0	5	3	38	The candidate's previous research experiences are not very well aligned with the research interests of the laboratory. The candidate has some experience in molecular biology techniques, but experience in cellular biology techniques and fluorescence microscopy appears to be very limited or lacking; the candidate has some relevant informatic skills. The motivation letter is well written but does not demonstrate a clear interest in telomere biology or genome stability, nor motivation to work in the activities associated with this position. The candidate has no publication or international experience.
Inês Soure	12	18	2	3	5	5	3	48	The candidate has knowledge in the cancer biology field and is co-first author in one book chapter within this area. The candidate has some experience in cellular and molecular biology techniques, but the experience in fluorescence microscopy seems to be very limited or lacking. The motivation letter is well written but does not demonstrate interest in telomere biology or genome stability; it briefly mentions the motivation to work in the development of innovative therapies. The candidate has no international experience.
Joana Ferreira	10	14	4	2	5	5	3	43	The candidate's educational background and previous research experiences focus mostly on pharmaceutical sciences and genetic diseases, not being totally aligned with the research interests of the laboratory. The candidate has some experience in molecular biology techniques, but experience in cellular biology techniques and fluorescence microscopy appears to be very limited or lacking. The motivation letter is well written and briefly mentions the candidate's interest in cancer biology, but does not clearly demonstrate an interest in telomere biology or genome stability, nor motivation to work in the activities associated with this position. The candidate is co-author in several publications related to genetic diseases and has some international experience.
José António Gonçalves Varela	12	18	2.5	2	10	5	3	52.5	The candidate has some knowledge in the cancer biology field and is co-author in one publication within this area. The candidate has some experience in cellular and molecular biology techniques, but experience in fluorescence microscopy is lacking. The motivation letter is well written and mentions the interest of the candidate in telomere biology and to work in the development of innovative therapies, however this interest is not clearly justified. The candidate has no international experience.

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Narayanan Santhanam	12	22	3	5	19	5	4	70	The candidate has knowledge in the cancer biology field and extensive international experience. The candidate has proficiency in several cellular and molecular biology techniques, although the experience in fluorescence microscopy appears to be limited. The candidate has very good informatic skills. The motivation letter demonstrates interest in the telomere and cancer biology fields and shows excellent written English skills.
Sebastião Maria Mollet Morais de Barros	12	14	2.5	3	0	5	3	39.5	The candidate's previous research experiences occurred in international settings, however they are not very well aligned with the research interests of the laboratory. The candidate has some experience in fluorescence microscopy, but experience in cellular and molecular biology techniques seems to be very limited or lacking; the candidate has some relevant informatic skills. The motivation letter is well written but does not demonstrate interest in telomere biology or genome stability, nor motivation to work in the activities associated with this position.
Swati Shandilay	12	18	0	3	0	5	3	41	The candidate's previous research experiences are not very well aligned with the research interests of the laboratory. The candidate has some experience in cellular and molecular biology techniques, but experience in fluorescence microscopy seems to be very limited; the candidate has some relevant informatic skills. The motivation letter is well written but does not demonstrate interest in telomere biology or genome stability, nor motivation to work in the activities associated with this position. The candidate has no publications or research experience outside of their home country.

## EVALUATION TABLE: ANNEX II - REFERENCE IMM/CT/41-2024

Candidate	Total ANNEX I	Interview (20%)				Total ANNEX II	Justification	Total ANNEX I + ANNEX II
		Presentation skills (2%)	Interest in and knowledge of the field of study of the lab (15%)	Command of the spoken English (1,5%)	Interpersonal skills (1,5%)			
Ana Daniela Guedes	72.5	2	4.5	1.5	1.5	9.5	The candidate presented and discussed their MSc work in a very clear manner. The candidate clearly demonstrated their interest in the work done in the lab and also showed some knowledge in telomere biology. The candidate showed an excellent command of spoken English and excellent interpersonal skills.	82
Bianca Miranda Basso	70	0.5	2	0.5	1	4	The candidate presented some of their previous research, focusing mostly on technical aspects and the discussion was relatively limited. The candidate demonstrated some interest in the work done in the lab but relatively limited knowledge of telomere biology. The candidate showed good interpersonal skills; their English was good despite some difficulties in communication.	74
Carlota Tavares Marcós	71	1	3.5	1.5	1	7	The candidate presented an overview of their previous research experiences, but the discussion of the work was relatively limited. The candidate demonstrated some interest in the work done in the lab and also showed some knowledge in telomere biology. The candidate showed an excellent command of spoken English and very good interpersonal skills.	78
Narayanan Santhanam	70	1.5	5	1.25	1.25	9	The candidate presented and discussed their previous research experiences in a clear manner. The candidate clearly demonstrated their interest in the work done in the lab and also showed a good knowledge of telomere biology. The skillset of the candidate does not fully align with the requested one. The candidate showed a very good command of spoken English and excellent interpersonal skills.	79

# Final Jury Meeting Minute

IMM/CT/41-2024

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 1<sup>st</sup> Ana Daniela Guedes, 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, 5<sup>th</sup> of June 2024



Patrícia Lona Abreu



Claus M. Azzalin

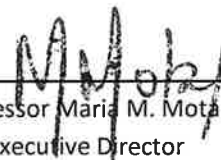


Joana Rodrigues

## Validation by the Heads of the Institution



Professor M. Carmo-Fonseca  
President



Professor Maria M. Mota  
Executive Director



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Ara  
PLA

**ANNEX I – Final list of classification and ranking of the admitted candidate**

Ranking	Name	Final Score
1	Ana Daniela Guedes	82
2	Narayanan Santhanam	79
3	Carlota Tavares Marcos	78
4	Bianca Miranda Russo	74
5	Beatriz C. Sobreira	68,5
6	Baraa Saqr	66
7	Bruno Monteiro	65,5
8	José António Gonçalves Vareda	52,5
9	Inês Soure	48
10	Filipa Trigo de Moraes and Brenda de Oliveira	46,5
11	Joana Ferreira	43
12	Swati Shandilay	41
13	Sebstião Maria Mollet Morais de Barros	39,5
14	Cláudia Nogueira	39
15	Inês Santos	38
16	Asma Ressaissi	37
17	Débora Cruz	33