



MINUTES

1st MEETING of the EVALUATION COMMITTEE

Advertisement: 022/TRI -IAux/2020 -MOSTMICRO

Date: 27 of August, 2020

Place: ITQB NOVA, Oeiras

The meeting of the evaluation committee for four positions of Auxiliary Researcher, ref. 022/TRI-IAux/2020 -MOSTMICRO, was held by Zoom on the 27 of August, 2020, at 9h, at ITQB NOVA.

The Evaluation Committee for this recruitment process has the following composition:

President: Cláudio M. Soares

1st member: Inês C. Pereira

2nd member: Pedro Matias

3rd member: Mariana Pinho

4th member: Adriano Henriques

5th member: Cristina S. Pereira

All the members of the Evaluation Committee were present at the meeting which aimed at approving the evaluation criteria for the selection of candidates for the aforementioned positions.

The selection methods to be applied will be Curricular Evaluation and Interview. The Curricular Evaluation will contribute to 90% and the Interview to 10% of the final evaluation. The candidates will be graded from 0 to 10, in each evaluation parameter. Only candidates that achieve a minimum grade of 7.00 in the Curricular Evaluation will be selected for the Interview stage. A maximum of 24 candidates will be invited for an interview, and up to four of the best ranked above 7.00 in Curricular Evaluation from each scientific area.

i) Stage 1 - Curricular Evaluation

First, the members of the Evaluation Committee will perform an admissibility check, regarding the general and specific admission requirements and the required application documents.

In particular the candidates must:

- hold a Doctorate degree in one of the scientific areas of this call; if the doctoral degree has been conferred by a non-Portuguese higher education institution, it must comply with the provisions of Decree-Law No. 66/2018, of August 16, and with all formalities established therein, which must be fulfilled by the application deadline.
- have at least 3 years postdoctoral research experience in one of the scientific areas specified above;
- have proven experience in the area of the application, through original scientific publications;

- have experience as Researcher in scientific projects with competitive funding;

In addition, all admitted candidates must have submitted before the deadline the required documents for the application:

- a) Motivation Letter (maximum of 10000 characters);
- b) Copy of the PhD certificate or diploma;
- c) Detailed *Curriculum vitae*;
- d) Copy of the five most relevant papers published by the candidate,
- e) Contacts of and reference letters from two references;

Excluded candidates will not be evaluated.

Secondly, the members of the Evaluation Committee will analyze the qualifications of the candidates, in six major areas: 1) Computational Omics, 2) Infection Biology, 3) Chemical Biology, 4) Experimental Virology, 5) Bio-NMR, 6) other areas relevant to the activity of MOSTMICRO-ITQB Research Unit. Specific sub-criteria and indicators for the evaluation and ranking of the candidates, at this stage, are the following:

Sub-criteria	Factors to be evaluated	Weight (%)
1 - Scientific Production in the specific area of application, focusing on the last 5 years	<ul style="list-style-type: none"> • First author publications in ISI journals, considering their potential impact • Other publications in ISI journals, considering their potential impact • Oral communications as speaker in international meetings • Involvement in financed competitive grants • Experience in student supervision • Experience in teaching 	40
2 - Future plans and vision for integration in the MOSTMICRO-ITQB Unit	<ul style="list-style-type: none"> • Quality, ambition and coherence of future plans for the next three years, supported by the CV • Adequacy of future plans to MOSTMICRO-ITQB strategy/aims 	30
3 - Diversified research experience, including applied research, and level of internationalization, focusing on the last 5 years	<ul style="list-style-type: none"> • Multidisciplinary experience and impact of knowledge application • Diversity of scientific areas/topics of research approached • Work outside laboratory of PhD • Work outside country of PhD 	10

4 - Independent thinking and leadership and research management qualities, focusing on the last 5 years	<ul style="list-style-type: none"> • Corresponding or senior author publications in ISI journals • Information from reference letters and from Motivation Letter • Sole supervision of research students • Having competitive grants as PI • Research management activities 	15
5 - Communication and outreach capacity, focusing on the last 5 years	<ul style="list-style-type: none"> • Outreach activities and dissemination of knowledge 	5

Handwritten notes:
 RMP
 not
 LAR
 AOH

There will be one ranked list of candidates per scientific area after Curricular Evaluation. The candidates shall be informed by e-mail of the first evaluation stage outcome of their application (Admitted and selected for Interview/Admitted but not selected for Interview/Excluded from competition).

ii) Stage 2 - Interview

The following aspects will be taken in consideration during the interview:

- Clarity and coherence in presenting the track record
- Clarity and coherence in presenting the future plans
- Motivation for the current application
- Clarity and ease in discussing scientific concepts and approaches
- Willingness to contribute to institutional goals
- English language skills
- Communication skills
- Interpersonal skills

After the interview, a final ranked list will be established by the jury and candidates are informed by e-mail about the final outcome of the selection.

With no further business, these minutes were written, and after being read they will be approved and signed by the jury.

Handwritten signature of Cláudio M. Soares
 Prof. Cláudio M. Soares

Handwritten signature of Inês C. Pereira
 Prof. Inês C. Pereira

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Pedro M. Matias

Dr. Pedro Matias

Adriano O. Henrique

Prof. Adriano O. Henriques

Mariana Luis F. O. de S.

Prof. Mariana Pinho

Cristina Silva Pereira

Prof. Cristina Silva Pereira