

MINUTES OF JURY SELECTION
Call for a Postdoc Fellowship in the
Project "PTDC/MED-IMU/3649/2021"

On November 15th 2022 at 3:30 p.m., the Jury Selection Committee formed by Doctor Vera Martins, Doctor Jocelyne Demengeot and Doctor Moises Mallo, met to assess the applications to the Postdoc Fellowship, integrated in the project ref. PTDC/MED-IMU/3649/2021, funded by Fundação para a Ciência e Tecnologia (FCT).

The call was open for the second time between June 30th 2022 and October 15th 2022. The jury analyzed the documents submitted to this call, which has received 6 candidates to the tender.

Name	Complete Application (yes/no)	Eligibility i.e., PhD < 3 yrs (yes/no)
1. Zartash Zahra	No	yes
2. Piotr Gierlich	yes	yes
3. Jiang Zhou	yes	yes
4. Mozzammel Haque	No	No
5. Suélen Heck	No	yes
6. Michelle Pereira	yes	No

After assessing all applications, candidates with an incomplete application (lacking documents requested in the document of the call, *Edital*) and/or non-eligible (PhD for over 3 years) were informed by email that their applications will not be considered further to this position. The Chairman of the Juri invited to interview the 2 eligible candidates with complete applications: Dr. Piotr Gierlich and Dr. Jiang Zhou. Reference letters for these candidates were also requested to the contacts provided by the applicants. Dr. Piotr Gierlich retrieved his application on November 7th 2022 because he accepted another position elsewhere. Therefore, the Juri interviewed only Dr. Jiang Zhou via Zoom because he resides in China and was not available to interview in person.

The candidate was previously informed (in the invitation email for the interview) that his interview would consist of a 15-minute formal presentation summarizing his PhD work. Next, there was a scientific discussion between the candidate and the jury members, followed by discussion of the candidate's CV and professional experience, to assess his technical and scientific knowledge, as well as assessing his compatibility with the scientific project. His evaluation was unanimous and is detailed below, as well as the considerations about the candidate.

Classificação	CV and former Experience 40%	Motivation Letter 20%	Support Letters 20%	Interview 20%	FINAL Evaluation
3. Jiang Zhou	60	50	40	60	54

Considerations about the written component of the application (CV, Motivation letter):

The candidate has a vast experience in immunology with modest productivity concerning scientific publications. He has been at different research labs in China and Europe, mostly as a technician prior to his PhD (that covers his last 4 years). The candidate is currently employed as a medical writer, suggesting that he can compile large amounts

of data. The motivation letter is generic, without mentioning the project, the research group, nor the Instituto Gulbenkian de Ciência, which opens up the question as to what is the candidate's motivation to this application.

Considerations about the Support Letters:

From the 3 contacts provided by the candidate, 2 replied: one from a company where the candidate has been previously employed, and the other is an automatic email from his MSc (done in 2005) supervisor. None of the emails were informative to evaluate the candidate. Of note, the PhD supervisor has not sent any recommendation letter after 2 emails asking for it.

Considerations about the Interview:

After jury members were introduced, the candidate gave a presentation about his scientific work, which included data from his MSc in 2005 until his PhD in 2022. This took longer than expected and the presentation suffered from including too much data. The candidate should have restricted his presentation to the PhD, as requested, and summarize it. Moreover, it was not fully clear what were the specific contributions of the candidate to several of his published papers, as he has mentioned several subcontracted experiments to external companies.

The candidate's motivation for this application remained generic throughout the interview, consistent with his motivation letter: the candidate ambitions an academic position but has no particular interest in the research group, the project, or the Instituto Gulbenkian de Ciência.

Taken together, the júri concluded that the candidate is not suitable to the postdoc position in the Project PTDC/MED-IMU/3649/2021.

Doctor Jiang Zhou has been informed of the júri decisions by email on November 30th 2022. If there are no complaints in the following 10 working days, the decisions of this minutes will be considered final.

There being no further subjects to discuss, the meeting for which these minutes were drawn up was closed and signed by all the members of the Jury.

Oeiras, November 17th 2022

Chairman of the jury, Doctor Vera Martins



Jury member 1, Doctor Jocelyne Demengeot



Jury member 2, Doctor Moises Mallo

