

## JURY SELECTION MINUTES

Call for contract of a postdoc  
 Project (ERC-2020-COG – LOFlu - 101001521”, designated by “Controlling  
 Influenza A Virus Liquid Organelles”)

On the 5th of May 2023, at 11:00, the selection jury formed by Drs Maria João Amorim, Raquel Oliveira and Sílvia Vale Costa, met to analyse the applications to a contract, in the scope of the project (ERC-2020-COG – LOFlu - 101001521), funded by the European Research Council.

The call was open from 09th of March 2023 until 30th of April 2023. The jury analysed the documents submitted in the applications. The call received 5 applications that were classified in the following way (scores on a scale from 0-100):

<b>Jury 1 – Maria João Amorim</b>	<b>CV &amp; previous experience and references (35 %)</b>	<b>Motivation letter (30 %)</b>	<b>Total to 65% (45 %, excl. entreview)</b>	<b>Total (100% correction)</b>
1 Ana Baptista	35	28	63	97
2 Ana Henriques	30	25	55	84.6
3 Lex Van Es	25	25	50	76.9
4 Asma Ressaissi	20	15	35	46.7
5 Lucila Pacífico	15	25	40	53.8

<b>Jury 2 – Raquel Oliveira</b>	<b>CV &amp; previous experience and references (35 %)</b>	<b>Motivation letter (30 %)</b>	<b>Total to 65% (45 %, excl. entreview)</b>	<b>Total (100% correction)</b>
1 Ana Baptista	30	27	57	87.7
2 Ana Henriques	32	24	56	86
3 Lex Van Es	27	23	52	80
4 Asma Ressaissi	25	15	40	61.5
5 Lucila Pacífico	15	25	40	61.5

<b>Jury 3 – Sílvia Vale-Costa</b>	<b>CV &amp; previous experience and references (35 %)</b>	<b>Motivation letter (30 %)</b>	<b>Total to 65% (45 %, excl. entreview)</b>	<b>Total (100% correction)</b>
1 Ana Baptista	34	25	59	90.8

2 Ana Henriques	28	28	56	86.2
3 Lex Van Es	22	25	47	72.3
4 Asma Reissaissi	15	15	30	46.2
5 Lucila Pacífico	25	15	40	61.5

Comments – Ana Baptista had an impressive CV being an expert in microscopy exactly as requested in the advertisement and that are necessary for the project. Ana Henriques had experience in tissue culture and some experience in microscopy. The list of her publications was impressive, with 15 manuscripts peer-reviewed published. Lex Van Es presented experience in virology but not in microscopy at an advanced level and did not publish his PhD work. Asma Reissaissi did not have experience in microscopy at an advanced level and Lucila Pacífico, has a lot of experience in immunology, but not in microscopy.

After considering all applications, the jury informed three candidates (1, 2 and 3) for interview. However, Ana Baptista has withdrawn her application as she had found another job. Candidates 2 and 3 were interviewed.

The interviews took place in person on 22<sup>nd</sup> and 24<sup>th</sup> of May 2023 at 14:00 and were evaluated as following:

<b>Jury 1 - NOME</b>	<b>Application total score (65 %)</b>	<b>Interview (35 %)</b>	<b>Final score (100%)</b>
1 Ana Baptista	63	N/A	N/A
2 Ana Henriques	55	25	80
3 Lex Van Es	50	20	70

<b>Jury 2 - NOME</b>	<b>Application total score (65 %)</b>	<b>Interview (35 %)</b>	<b>Final score (100%)</b>
1 Ana Baptista	57	N/A	N/A
2 Ana Henriques	56	30	85
3 Lex Van Es	52	25	77

<b>Jury 3 - NOME</b>	<b>Application total score (65 %)</b>	<b>Interview (35 %)</b>	<b>Final score (100%)</b>
1 Ana Baptista	59	N/A	N/A
2 Ana Henriques	56	30	86
3 Lex Van Es	47	20	67

Comments – Both Ana Henriques and Lex Van Es explained well their career path and projects they developed. When asked about the LOFlu project specifics, Ana Henriques demonstrated she had knowledge on liquid-liquid phase separation and demonstrated enthusiasm to learn novel approaches and techniques. Lex had limited knowledge about phase separation and was enthusiastic about the project. However, as Lex Van Es did not defend his PhD at the moment of the interview, he could not be eligible for this call and we couldn't consider him further.

Following the interviews, the jury decided by unanimity to recommend the hiring of candidate number 2 (Ana Henriques) based on her ability to use tissue cultured cells to understand which viral and host components undergo liquid-liquid phase separation using state of the art microscopy-based approaches and the demonstrated motivation to develop the project:


**Summary of jury's scores for the selected candidate**

	Final score (%)
Maria João Amorim	80
Raquel Oliveira	85
Sílvia Vale Costa	86


All the candidates were informed of the deliberations of the Jury on the 05th of May 2023. If there are no complaints during the 10 working days following the communication of these results, the decision will be considered as effective.

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

Oeiras, 06 of May 2023

Chair of the Jury (Maria João Amorim)  (signature)

Jury member 1 (Raquel Oliveira)  (signature)

Jury member 2 (Sílvia Vale Costa)  (signature)