

## Public Notice - Assistant Professor

Notice no. 948/2021 published in *Diário da República*, 2<sup>nd</sup> series, no. 162, 20/08/2021

Deadline: 01/10/2021

According to article 39<sup>th</sup> of the *Estatuto da Carreira Docente Universitária* (University Teacher Career Statute (ECDU)), approved by Decree-Law 448/79 of 13<sup>th</sup> of November with the new amendment introduced by Decree-Law 205/2009, 31<sup>st</sup> of August, by delegation of competencies, Virgílio António Cruz Machado, Dean of *Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa*, declares open the international competition, for a period of 30 working days, from 23<sup>rd</sup> August 2021, for the position of 2 (two) Assistant Professor in the following Scientific Area:

- **Life Sciences, with emphasis on Cellular and Molecular Biology in the Department of Life Sciences**

This is an international application procedure and follows the guidelines stated in article 37<sup>th</sup> and following ones of the *Estatuto da Carreira Docente Universitária* (University Teacher Career Statutes (ECDU)), as well as the *Regulamento de Concursos da Carreira Docente Universitária da Universidade Nova de Lisboa* (University Teacher Career Application Regulations) and the *Faculdade de Ciências e Tecnologia*, published in annex to the Regulation no. 3012/2015, (*Diário da República*, 2<sup>nd</sup> series, no. 58, 24<sup>th</sup> of march) and Order (extract) no. 2334/2016, (*Diário da República*, 2<sup>nd</sup> series, no. 32, 16<sup>th</sup> of February), respectively.

Pursuant to subparagraph h) of article 9<sup>th</sup> of the Portuguese Constitution, the Portuguese State, as employer, actively promotes a policy of equal opportunities among men and women in the access to employment and career development, and takes scrupulous measures to avoid every form of discrimination.

### **I – Admission requirements and reasons for exclusion of applicants:**

1. Comply with the general requirements of admission to the public functions recruitment.
2. According to article 41<sup>th</sup>-A of ECDU, the application procedure has the following requirements:
  - a) Doctorate degree (PhD).
3. Must own domain from spoken and written English language.

### **II – Application procedure:**

1. Applicants must fill the application of the form available on-line, at <http://www.fct.unl.pt/faculdade/concursos/docentes> and should provide an email address for procedure notifications.
2. The applicants must submit the following documentation in Portuguese or English.
3. The application should be submitted in digital support and in duplicate (2 *Pen*), containing copies in non-editable electronic format (Portable Document Format - PDF) of the following documents:
  - a) Applicant's curriculum vitae, which must be included:

- i) The teaching, research, knowledge transfer and university management activities that integrate the set of functions to be performed by an Assistant Professor, under the terms of article 4 of ECDU, and considered relevant for the present tender procedure, according to the terms of the present notice;
  - ii) The identifications "Researcher ID", "Scopus Author ID" and "Google Scholar ID".
- b) PhD Certificate in disciplinary area of this procedure;
  - c) publications, mentioned in the CV, specially the most representative, in view of their contribution to the development and evolution of the disciplinary area of this procedure;
  - d) Scientific and pedagogical report on the contents, teaching methods and bibliography of an existing curricular unit (course) or to be proposed within in the disciplinary area of this procedure;
  - e) Declaration on honour that he/she will deliver within 10 working days in printed form (paper) the documentation listed in previous paragraphs or other scientific documents cited in the Curriculum Vitae of the applicant, would the jury require it;
  - f) Declaration on honour that if selected in the competition, he/she would be able to teach in the English language without any limitations in communicating with students in that language. The evaluation of this domain may be requested by the Scientific Council;
  - g) If the candidate is not of Portuguese nationality or from a country whose official language is Portuguese, he/she should undertake to acquire, within one year of signing a contract, a level of knowledge of the Portuguese language (written and spoken) that allows teaching without any limitations in communicating with students in that language. The evaluation of such knowledge may be requested by the Scientific Council;
  - h) Candidates should have work experience in the field of Biomolecular Sciences, experience in teaching in the scientific areas of Cellular and Molecular Biology and solid teaching experience at 1st/2nd Cycle level and the commitment to base research at the Unit of Applied Molecular Biosciences (UCBIO).
4. Supporting documents of the general requirements can be replaced by declaration in the form, mentioned in point 1.
  5. If some member of the jury does not understand the Portuguese language, it is mandatory that the hearing or complaints documents to be considered by the jury are presented in English.
  6. The non-delivery of any of the documents that must instruct the application, within the deadline, determines the non-admission of the application.
  7. Curriculum vitae should be organized as listed in point V.3, above.

### **III – Submission of applications:**

1. Required documents should be submitted up to 30<sup>th</sup> working day after 23<sup>rd</sup> August 2021.
2. Candidates must present the documents, in digital support (PEN), by post or in person at the *Divisão de Recursos Humanos* (Division of Human Resources), *Faculdade de Ciências e Tecnologia* of *Universidade Nova de Lisboa*, located at *Campus de Caparica*, 2825-516 Caparica.

#### **IV - Public hearings and request for further documentation:**

1. The Jury shall decide in its first meeting on the need to hold public hearings for all the candidates approved in absolute merit and which are exclusively intended to better clarify what is contained in the curriculum vitae submitted by the candidates, under the terms of paragraph b) of article 50, no. 4 of ECDU, which may be held by videoconference and the jury must guarantee that they are held in equal circumstances for all candidates.
2. If public hearings are required, they shall take place between the 30th and the 70th day following the deadline for submission of applications, and all candidates shall be informed at least 5 days in advance of the date and place where these public hearings will take place.
3. The public hearings referred to in the previous number may be held by videoconference and the jury must ensure that they take place under equal circumstances for all candidates.
4. The jury may also request the candidates to deliver complementary documentation related to the curriculum submitted, based on the provisions set forth in paragraph a) of no. 4 of article 50 of ECDU.

#### **V - Evaluation parameters:**

1. The present competition is intended to evaluate the capacity and performance of the candidates in the different aspects that, under the terms of article 4 of ECDU, integrate all the tasks to be performed, if, after the competition they are hired. Under the terms of this article, it is, in general, up to university teachers:
  - a) Perform scientific research, cultural creation or technological development activities;
  - b) Provide the teaching service assigned to them and to accompany and guide students
  - c) Participate in university extension tasks, scientific dissemination and economic and social valorisation of knowledge
  - d) Participate in the institution's management;
  - e) Participate in other tasks distributed by the competent management bodies and which fall within the scope of the activity of a university teacher;
2. The curricular evaluation of the various candidates in each of the aspects described below shall take into consideration the disciplinary area in which the competition is open;
3. The parameters to be taken into consideration in the curricular evaluation of the candidates, in each of the aspects, and the weighting to be attributed to each of them in the final classification are the following, with particular importance being given to the relevance, quality and timeliness of the candidate's curriculum vitae over the last five years:
  - a) In evaluating applicants Scientific Merit (**MC –60%**), the following indicators will be considered:  
MC1- The scientific production (books, book chapters, journal articles, papers in conferences, patents and other forms of scientific production that are deemed relevant by the jury) in terms of quantity and quality, valued by its impact and recognition among the scientific community. It should be valued the scientific merit of the applicant whose scientific output reveals autonomy and scientific leadership. The scientific production and recognition of the applicant will be evaluated by the

quality of journals and venues chosen for publication and the references and citations of his/her work made by other authors.

The evaluation of this indicator should not be limited to the analysis of the total scientific production, on the date of submission of the competition documentation, but should also focus on the assessment of the inherent productivity and potential that may be associated with it;

MC2- The ability to organize and lead scientific teams, successfully proposed research projects, as well as supervision of advanced education (master, doctoral and post-doctoral students).

MC3- The national and international scientific recognition revealed by the applicant's *Curriculum Vitae*, examined by several factors, among which the participation in panels of academic examinations performed outside of his/her home institution, the participation in evaluation panels of projects and research centers, the participation in committees of scientific conferences, the establishment and participation in editorial boards of international scientific journals, scientific awards, the participation in research networks and the leadership positions in professional and scientific societies in his/her respective areas of reference.

MC4- The social and economic impact of scientific activities developed by the applicant. Particular attention will be given to achievements in technology transfer and creation of technology-based companies.

b) In evaluating the applicants Teaching Merit (**MP –20%**), the following indicators will be considered:

MP1- The teaching activity of the applicant, in particular his/her ability to foster and coordinate educational projects, such as the development of new courses, creation and coordination of new programs or *curricula*, reformulation of existing courses, participation in bodies of pedagogical management and implementation of projects with impact on teaching and learning.

MP2- The production of teaching materials, such as books, pedagogical related articles and documents, in their various forms, to support students learning.

MP3- The teaching of courses in different types of programs - bachelor, master and doctoral programs, postgraduate courses and summer schools nationally and internationally.

MP4. The quality of teaching activity, supported on objective analysis and data. To this end, the jury may utilize the information provided by applicants, such as reports of educational evaluation conducted by peers and the result of students satisfaction surveys.

c) In evaluating the Merit of Other Activities Relevant to the mission of the University Institution (**MOAR – 5%**) the following indicators will be considered:

Participation and performance in the management bodies of institutions where the applicant was previously involved. Participation and performance of tasks assigned by the management bodies of institutions to which he/she was bound and which fall under the mission of an university professor. Participation and performance of tasks of university services and promotion of science. The performance of tasks that value the economic and social advance of knowledge, particularly through services provided to the community.

d) In evaluation of Educational and Scientific Merit of the Report (**MPCR 15%**) the following indicators will be considered:

The quality of the report (structure, contents relevance, presentation). Up to date of the scientific content and the appropriateness of the proposed course organization, including analysis of the impact of future technological developments. Up to date of the teaching/learning proposals. The quality of the recommended bibliography and the quality of the corresponding comments. The critical analysis of alternative strategies of teaching/learning that were considered. The level of innovation introduced.

## **VI - Requirements for admission and exclusion of candidates in absolute merit**

1. According to Regulamento de Concursos da Carreira Docente Universitária da Universidade Nova de Lisboa (University Teacher Career Application Regulations), the jury will deliberate on the admissibility in absolute merit of the candidates, by means of a justified roll-call vote, in which abstentions are not permitted.
2. Each member of the jury shall present a justified proposal for admission in absolute merit (final classification equal to or higher than 50) or for exclusion (final classification lower than 50) for each of the candidates, according to article 16 of the same Regulations.
3. The candidate who obtains the favorable vote of more than half of the members of the jury shall be considered approved in absolute merit.

## **VII - Ordering and voting methodology**

1. Once the approved candidates have been identified in absolute merit, the jury will proceed to the ordination of these candidates following the procedure established in the Regulamento de Concursos da Carreira Docente Universitária da Universidade Nova de Lisboa (University Teacher Career Application Regulations).
2. Each member of the jury will carry out an evaluation exercise, presenting a written opinion, which will later be included in the minutes, in which they propose the ordering of the candidates duly founded on the evaluation criteria indicated in section V of the present notice, scoring each candidate for each criterion on a numerical scale from 0 to 100 points, as indicated below:

The scientific merit (**MC**) **60%** (Indicator: MC1 and MC2 – 0 to 70; MC3 and MC4: 0 to 30)

The teaching merit (**MP**) **20%** (Indicator: MP1 and MP2 – 0 to 50; MP3 and MP4: 0 to 50)

The merit of other activities relevant to the mission of the University Institution (**MOAR**) **5%** - 0 to 100

The educational and scientific merit of the report (**MPCR**) **15%** – 0 to 100.

3. The candidates admitted in absolute merit shall be ordered by vote of the members of the jury, respecting the order presented in the opinion referred to in the previous number, in accordance with points a) to f) of no. 11 of article 16 of the Regulamento de Concursos da Carreira Docente Universitária da Universidade Nova de Lisboa (University Teacher Career Application Regulations).

## **VIII - Notifications and Hearing of Interested Parties**

1. A preliminary hearing shall be held, under the terms of the Código do Procedimento Administrativo (Administrative Procedure Code), for candidates who have been excluded or have not been

approved in absolute merit, and for candidates who have been placed on the ranking list of candidates who cannot be filled for the position open for competition. All candidates shall be notified of the jury's final decision.

2. Notifications shall be made by e-mail.

3. The competition file may be consulted by the candidates, at the Division of Human Resources of FCT NOVA, under the terms indicated in the above-mentioned notification.

#### **IX - Committee:**

**President:** *Doutor Virgílio António Cruz Machado, Full Professor and Dean of Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa, by delegation of competence.*

#### **Members:**

- *Doutora Cecília Maria Pereira Rodrigues, Full Professor of Faculdade de Farmácia da Universidade de Lisboa;*
- *Doutora Maria Manuela Sansonetty Gonçalves Côrte-Real, Full Professor of Escola de Ciências da Universidade do Minho;*
- *Doutora Maria Leonor Quintais Cancela da Fonseca, Full Professor of Universidade do Algarve;*
- *Doutor Fernando José Santos Rodrigues, Associate Professor with Aggregation of Escola de Ciências da Saúde da Universidade do Minho;*
- *Doutor Manuel António da Silva Santos, Associate Professor with Aggregation of Universidade de Aveiro;*
- *Doutor Pedro Miguel Ribeiro Viana Baptista, Full Professor of Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa;*
- *Doutora Isabel Maria Godinho de Sá Nogueira, Full Professor of Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa;*
- *Doutor José Paulo Nunes de Sousa Sampaio, Associate Professor with Aggregation of Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa.*

*Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa, Professor Virgílio Cruz Machado - Dean*