

Public Notice - Assistant Professor

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Deadline: 02/10/2020

According to article 39th of the *Estatuto da Carreira Docente Universitária* (University Teacher Career Statute (ECDU)), approved by Decree-Law 448/79 of 13th of November with the new amendment introduced by Decree-Law 205/2009, 31st 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 24th of August 2020, for the position of 1 (one) Assistant Professor in the following Scientific Area:

- Informatics, subarea of Machine Learning, of Symbolic Systems of Decision and Information in the Department of Informatics.

This is an international application procedure and follows the guidelines stated in article 37th 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*, 2nd series, no. 58, 24th of march) and Order (extract) no. 2334/2016, (*Diário da República*, 2nd series, no. 532, 16th of February), respectively.

Pursuant to subparagraph h) of article 9th 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:

1. Comply with the general requirements of admission to the public functions recruitment.
2. According to article 41th of ECDU, the application procedure has the following requirements:
 - a) Doctorate degree (PhD).

II – Submission of applications:

1. Required documents should be submitted up to 30th working day from 24th of August 2020.
2. Candidates must present the documents, preferably in digital support form, 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.

III – 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 and English.
3. The documents should be presented in digital support and in duplicated (2 Pen with candidate identification on the outside):
 - a) *Curriculum Vitae*;
 - 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) Report prepared for an existing curricular unit (course) or to be proposed within in the disciplinary area of this procedure;
 - e) Statement under oath 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) Statement under oath that if he/she are selected in the procedure is qualified to teaching in English without any limitation of communication with the English students; This domain evaluation could be require by Scientific Council.
 - g) If the candidate is not a Portuguese nationality, or from a country whose official language is Portuguese, he/she must undertake to acquire, within one year, a level of knowledge of the Portuguese language (written and spoken) that enable to teach without any limitations in terms of communication with English students; The domain evaluation may be required by the Scientific Council.
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 Portuguese and in English.
6. *Curriculum vitae* should be organized as listed in point IV.2, above.

IV - Evaluation criteria:

1. The curricular evaluation should consider the disciplinary area of this procedure.
2. The weighting and criteria are the following:

In evaluating applicants Scientific Merit (**MC –70%**), 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 total scientific output at the time of submission of the tender documents, 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.

In evaluating the applicants Teaching Merit (**MP –15%**), 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.

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.

In evaluation of Educational and Scientific Merit of the Report (**MPCR 5%**) 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.

V-Selection process:

1. After the deadline for applications, the Committee meets for assessing and ranking the candidates.
2. On the basis of marks obtained in accordance with paragraphs IV and V, the jury will admit candidates with final ranking in absolute merit equal to or greater than 50, and will exclude the candidates with a final grade below 50.
3. After the admission of candidates, each jury member presents a written report, with their proposal for the ranking of the candidates;
4. The ranking of candidates is made by vote of the jury members, respecting the order presented in the reports mentioned in the preceding paragraph, in accordance with paragraph. 11, a) to f) of article 16th of *Regulamento de Concursos da Carreira Docente Universitária da Universidade Nova de Lisboa* (University Teacher Career Application Regulations).
5. In the case of exclusion of some candidates, a preliminary hearing will be conducted, in accordance with Article 122th of the Code of Administrative Procedure.

VI - Each member of the jury conducts its evaluation, scoring each applicant on each criterion on a scale of 0 to 100 points. The weightings of criteria and indicators are shown in the table below:

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

The teaching merit **(MP) 15%** (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) 10%** – 0 to 100

VII - Public hearings and request for further documentation

1. According to the *Estatuto da Carreira Docente Universitária* (University Teacher Career Statutes (ECDU)), the Jury shall decide at first meeting on the need to hold public hearings of all the approved candidates in absolute merit and it are exclusively to clarifying what is in the curriculum vitae submitted by the candidates.
2. If public hearings are necessary, they shall take place between the 30th and the 70th day following the closing date for submission of applications, all candidates being informed at least 5 days in advance of the date and venue of such public hearings.
3. The public hearings referred to in the previous paragraph may be held by videoconference, and the jury must ensure that they take place under the same conditions for all candidates.
4. The jury may also request candidates to submit additional documentation related to the curriculum vitae submitted, according to *Estatuto da Carreira Docente Universitária* (University Teacher Career Statutes (ECDU)).

VIII - Candidates Hearing

1. The lists of candidates admitted and excluded as well as the ranking list shall be send, by email, to the candidates, who may express their opinion in accordance with the Administrative Procedure Code.
2. The competition procedure may be consulted by the candidates in the Human Resources Division, in the terms indicated in the above-mentioned notification.

IX - Committee:

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

Members:

- *Doutor Ana Maria Severino de Almeida e Paiva, Full Professor of Instituto Superior Técnico da Universidade de Lisboa;*
- *Doutor Mário Alexandre Teles de Figueiredo, Full Professor of Instituto Superior Técnico da Universidade de Lisboa;*
- *Doutor Paulo Jorge Freitas de Oliveira Novais, Full Professor of Escola de Engenharia da Universidade do Minho;*
- *Doutor Alípio Mário Guedes Jorge, Associate Professor of Faculdade de Ciências da Universidade do Porto;*
- *Doutor Pedro Manuel Corrêa Calvente Barahona, Full Professor of Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa;*
- *Doutor José Júlio Alves Alferes, Full Professor of Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa;*
- *Doutor João Alexandre Carvalho Pinheiro Leite, Associate Professor with the 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*