

## PUBLIC NOTICE

### **International tender for the category of Associate Professor, in the field of Biomedical Sciences –specialty of Oncobiology, Stem Cell Biology or Neurosciences**

By ordinance dated of June 20<sup>th</sup>, 2020, issued by the Rector of the University of Algarve, it is open, for a period of 30 working days, starting in the working day immediately following the publication of this notice in the *Diário da República* (the Official Portuguese Gazette), an international tender for the category of Associate Professor, in the field of Biomedical Sciences – specialty of Oncobiology, Stem Cell Biology or Neurosciences, of the Faculty of Medicine and Biomedical Sciences of the University of Algarve.

This tender is governed by the provisions of articles 37 to 51, 61, 62A in accordance with the “Estatuto da Carreira Docente Universitária” (University Lecturers’ Career Statute), hereinafter referred to as ECDU, republished as an appendix to Decree-Law 205/2009 of 31 August, with the amendments made by Law 8/2010 of 13 May and in accordance with the regulation governing tenders for hiring of tenure-track teaching staff for the University of Algarve, regulation no. 520/2010, published in the *Diário da República* (Official Gazette), 2nd series, no 111, dated 9 June 2010.

This tender will be published on the Public Employment Pool (BEP – in the Portuguese version), within 2 working days, after publication in the *Diário da República* (Official Gazette) pursuant to the terms of Decree-Law no. 78/2003, of 23 April, amended and republished by Decree-Law no. 40/2008, of 10 March, in its current wording advertised on the website of the *Fundação para a Ciência e Tecnologia, IP* (Science and Technology Foundation), and on the University’s website, in Portuguese and English, pursuant to article 62-A, paragraph 1 of the ECDU.

The tender has been opened for filling two (2) positions, in the form of a non-fixed-term contract as a government employee, in the terms of article 19 of ECDU, and shall terminate when the vacancy has been filled.

Within the scope of the authority granted under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, the Rector may cancel the tender in the event of pressing reasons.

In compliance with article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a gender policy of equal employment and career progress opportunity, scrupulously taking every possible measure to avoid any kind of discrimination.

#### I - Admission requirements

##### 1. Admission requirements:

a) Applicants must hold a Doctorate degree (PhD) for more than five years, in a subject considered appropriate for one of the specialty groups in which the tender was opened, in agreement with Article 41 of the ECDU.

i) Holders of a PhD degree obtained outside Portugal must provide proof of the recognition, equivalence or registration of that degree under the terms of Decree - Law No. 66/2018, of 16 August and other applicable legislation.

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition, equivalence or registration of the PhD degree until the end of the application period, will be admitted conditionally, but will be excluded from the tender if they fail to comply with the formalities required by the date of the final decision.

b) Applicants must be fluent in Portuguese language both spoken and written;

i) Applicants who are not Portuguese native speakers should provide proof that they hold a diploma recognizing the fluency on that language or a certificate or diploma attesting the communicative competence in Portuguese of the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) until the end of the period granted for signing the contract.

c) Meet the general requirements for employment by the state as indicated in article 17 of the Law on Labor in Public Functions, contained in the annex to Law no. 35/2014, of 20 June, in its current wording, from which they are not exempted by the ECDU.

2. Applicants will be excluded from the tender procedure if they:

i) Do not hold a PhD)obtained for more than five years, in the subject field of the tender, in accordance to Article 41 of the ECDU ;

ii) Applicants who fail to provide the documents or works required under the terms of the Public Notice, or who provide them after the deadline stipulated for this purpose.

3 - The Jury will notify the candidates of the admission or exclusion of the applications submitted, by e-mail with acknowledgement of receipt, for prior hearing.

II – Admission requirements in absolute merit:

1- Acceptance of applicants based on absolute merit shall depend on:

a) Having an overall curriculum which the jury will consider that demonstrates scientific merit, research capacity and level of previous pedagogical activity compatible with the subject field of the tender and appropriate to the respective lecturing category;

b) That the applicant is the author or co-author of at least five (5) books, articles or chapters in peer-reviewed publications and relevant to the subject field in which the tender is open, in the last five (5) years.

2 – A vote against admission in absolute merit shall be based on the following grounds:

a) The applicant's overall curriculum does not reveal scientific merit, research capacity and level of pedagogical activity, under the terms described in subparagraph a) of the previous paragraph;

b) The applicant is not the author or co-author of at least five (5) publications, under the terms indicated in subparagraph b) of the previous number.

3- In order to assess absolute merit of the applicants, each member of the jury shall submit a list of the applicants which do not meet the requirements referred in paragraph 1 of point II, by means of reasoned written proposals, and then vote on each of those proposals, in accordance

with the provisions of Article 50, paragraph 1, subparagraph b) of the ECDU, whereas abstentions are not allowed.

4 – An application is rejected on absolute merit if at least one proposal receives a majority of votes from among the members of the jury present at the meeting, and the proposals, the votes obtained by each, and the respective grounds, shall be an integral part of the minutes.

5 - The jury will notify applicants of their admission or exclusion from the tender for preliminary hearing.

### III — Instructions for Application

1 – The application must be formalized by means of a request addressed to the Rector of the University of Algarve, available on the website of the University of Algarve at <https://www.ualg.pt/procedimentos-concursais> , by accessing Documentos – Pessoal Docente – Formulário de Candidatura , and can be submitted:

a) In person at the Human Resources Department on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve in Faro; or

b) By registered mail, posted no later than the deadline for submitting applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro, Portugal.

2 - The application for admission to the tender, dated and signed, must include the following documents, in Portuguese:

a) Photocopy of the Identity Card or equivalent document, valid at the date of application;

b) Certificates proving the title of academic degree in an appropriate subject field, paper copied and in electronic pdf format;

c) One (1) copy in paper and one (1) copy in pdf format of the candidate's curriculum vitae, duly signed and dated, including scientific, pedagogical and other activities relevant to the mission of higher education institutions, carried out by the candidate, taking into account the selection and ranking criteria provided in point V of this notice and the list of works to be presented in accordance with the following paragraph;

d) One (1) printed version or copy and one (1) copy in pdf format of each of the works that have been selected by the candidate for the purposes set out in point V, paragraph a), subparagraph i) up to a maximum of five (5).

e) A document covering the overall applicant's pedagogical activity, if any, for the purposes of Article 50, paragraph 6, subparagraph b) of the ECDU;

f) Indication of the results of the pedagogical surveys carried out in relation to the curricular units for which the applicant was responsible, where applicable, also for the purposes of Article 50, paragraph 6, subparagraph b) of the ECDU;

g) Other documents which the applicant considers to be of interest for the jury to be able to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that he or she may have undertaken and which constitutes a legally accepted reason for preference, which, however, will be taken into account by the jury if duly proven or if the jury considers it appropriate;

- h) A criminal record certificate stating that the applicant is not inhibited from the exercise of public functions or not forbidden of performing the duties for which he/she is applying for;
- i) Certificate of Physical and Mental Health necessary to carry out the functions in question;
- j) Updated vaccination certificate

3 - The documents referred to in paragraphs h) to j) of Section III, may be waived if applicants declare under oath, their current situation in relation to each of these requirements. The delivery of these documents will be required, in case of filling the vacancy.

4 - The pdf documents required in paragraphs b) to h), shall be delivered in a pen-drive, which should allow the search and contain the entries of publications associated with clickable links for the document containing the publication, which may be saved in the same digital medium or exist in a free access repository on the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, whenever reasonable and relevant, as well as, if possible, to the web pages of subjects for which the applicant has been responsible.

#### IV – Public Hearings

1-According to Article 7, paragraph 2, of the Regulations for the Tendering of Personnel for Teaching Careers at the University of Algarve, the jury may request complementary documentation related to the curriculum vitae submitted and decide to promote public hearings under equal circumstances for all candidates, in agreement to Article 50, paragraph 4, subparagraph b) of the ECDU.

2-In the event that the tender jury decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of it shall be announced to the applicants at least 8 days in advance.

#### V – Evaluation and ranking parameters in relative merit, weighting and final valuation system

Evaluation and ranking parameters in relative merit are based on the ranking criteria and respective weighting identified below; resulting in the ordering of the weighted average of the quantitative classifications obtained in each of the evaluation parameters, within a scale of 0-100 points.

1- Curriculum evaluation (100%) - The Curricular Evaluation focuses on the activities developed by the candidate in the subject field of the tender, and its adequacy to the category of Associate Professor, considering the following parameters:

A) Scientific Performance (45%) In the evaluation of the scientific performance in , in the specialties of the tender The following factors will be taken into account:

a) Scientific production - Quality and quantity of scientific production (books, book chapters, articles in international indexed journals, presentations at conferences and / or by invitation). Preference will be given to the number and type of publications in international indexed journals in the last five years and in which the applicant is corresponding author and by the recognition given to the applicant by the scientific community (expressed by the quality of the journals and the references that are made by other authors) (30%);

b) Research experience in the specialty to which the applicant is applying - assessed by proven experience in the ability to organize and lead a scientific research team, the ability to organize

and develop research projects, completed or in progress, preference being given to the financial dimension of the project, the degree of innovation and the results of the project, including final evaluation when available (30%);

c) Orientation of post-doctoral, doctoral or masters projects in the field to which the applicant is applying. The number and quality of the projects completed and presented by the students will be taken into account, as well as the publishable results of the works carried out during the post-doctoral projects, theses and dissertations (30%);

d) Career development plan – It will be evaluated the potential contribution of the submitted document to the scientific and pedagogical development of one of the fields included in this tender, aiming to promote the lecturing and research activities associated with it (10%).

B) Pedagogical capacity (30%) - In the assessment of pedagogical capacity, the following factors will be considered:

a) Lecturing activity - Quality and diversity of lecturing activity carried out by the applicant, taking into account, among other relevant factors, the overall result of inquiries and surveys (eg, pedagogical surveys), which should be mentioned in the curriculum vitae, whenever available (25%);

b) Proven lecturing experience with the “Problem Based Learning” (PBL) method for at least 5 years (50%)

c) Coordination and promotion of pedagogical projects - Ability to coordinate and efficiently promote pedagogical projects such as the development of new course programs, the creation and coordination of new courses or study programs, reform and update of existing projects, and conducting projects with impact on the lecturing / learning process (20%);

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c) Coordination and promotion of pedagogical projects - Ability to coordinate and efficiently promote pedagogical projects such as the development of new course programs, the creation and coordination of new courses or study programs, reform and update of existing projects, and conducting projects with impact on the lecturing / learning process (20%);

d) Production of pedagogical material - Quality and quantity of pedagogical material and pedagogical publications produced by the applicant, as well as activities with an impact on the lecturing-learning process carried out by the applicant (5%).

C) Other activities relevant to the University's mission (25%) - In the evaluation of other relevant activities, the following factors will be considered:

a) Participation in management activities in higher education / business or research institutions or other entities of a scientific, technological or cultural nature that carry out relevant activities within the scope of the mission of those mentioned above (60%);

b) Participation in actions and publications for scientific, cultural or technological dissemination, development of extension projects, provision of services to the scientific / educational community, with an emphasis on the area to which the candidate is applying (20%);

c) Organization of scientific or educational events in the area to which the applicant is applying (20%).

#### VI - Selection process in relative merit

1 - The methodology of selection in relative merit is the following:

a) During the meeting, each member of the jury submits a written document, which will be attached to the minutes, stating their own ordering of the applicants, based on the applicants' scientific performance, pedagogical skills and other relevant activities, and their corresponding weights. At each ballot, each member of the jury will always respect the ordering presented and abstentions are not allowed;

b) The first ballot is intended to determine which applicant shall be placed at the top of the ordered list;

c) If an applicant obtains more than half of the votes, he or she shall be placed first on the ordered list;

d) If two applicants obtain exactly half of the votes each, the president of the jury will break the tie, choosing the one who is placed first in the ordered list. The president of the jury will use the longest standing in the category as a tiebreaker criterion and, if the tie still holds, the oldest date of the PhD;

e) If neither situation occurs, a new ballot takes place after removing the applicants who did not obtain votes in the previous ballot, and also eliminating the least voted applicant, who had obtained at least one vote;

f) If there is a draw between two or more applicants in the least voted position, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. At this ballot, it is mandatory that the members of the jury vote for the applicant placed at the lowest position in their ranking;

g) If there is still a draw between two or more applicants, the president of the jury shall decide which of the draw applicants shall be eliminated. The president of the jury will use the longest standing in the category as a tiebreaker criterion and, if the draw still holds, the date of the PhD;

h) After this applicant has been eliminated along with the applicants who received no votes in the first ballot, another ballot will be held to decide which applicant shall be placed at the top of the ordered list, continuing to use the same procedure until one applicant obtains more than half the votes for the first place;

i) Once an applicant has been placed first on the ordered list, his or her name shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on until all the applicants have been placed on the ordered list.

## VII - Composition of the jury

President: Doctor Saúl Neves de Jesus, Full Professor and Vice-rector of the University of Algarve  
- with delegated competence by the Rector.

Vowels:

Doctor João António Nave Laranjinha, Full Professor - Faculty of Pharmacy, University of Coimbra

Doctor João Ramalho de Sousa Santos, Full Professor - Faculty of Science and Technology,  
University of Coimbra

Doctor Miguel Augusto Rico Botas Castanho, Full Professor - Faculty of Medicine, University of  
Lisbon

Doctor Cecília Maria Pereira Rodrigues, Full Professor - Faculty of Pharmacy, University of Lisbon

Doctor Cláudio Enrique Sunkel Cariola, Full Professor - University of Porto

Doctor João Filipe Colardelle da Luz Mano, Full Professor - University of Aveiro

Doctor Maria Leonor Quintais Cancela da Fonseca, Full Professor - Department of Biomedical  
Sciences and Medicine, University of Algarve.

## VIII – Access to the tender procedure

The tender procedure may be consulted at the Human Resources Department of the University  
of Algarve, on floor 0 of the Penha Library Building at the Penha Campus of the University of  
Algarve in Faro, from 9:30 am to noon and between 2:30 pm and 4:30 pm, by prior appointment.

Faro, April 7, 2021. - The Rector, Paulo Águas