

PUBLIC NOTICE

INTERNATIONAL TENDER FOR THE CATEGORY OF COORDINATING PROFESSOR, IN THE SUBJECT FIELD TEACHER TRAINING/TRAINERS AND EDUCATIONAL SCIENCES

By ordinance dated of November 14th 2021, issued by the Rector of the University of Algarve, it is open, for a period of 30 working days, counting from 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 Coordinating Professor, in the subject field of Teacher Training /Trainers and Educational Sciences, at the School of Education and Communication of the University of Algarve

This tender is governed by the provisions of article 15 and following of the *Estatuto da Carreira Docente do Ensino Superior Politécnico* (Statute of the Lecturing Career of Polytechnic Higher Education), hereinafter referred to as ECDESP, approved by Decree-Law no. 185/81, of 1 July, in its current version and the Regulations for the Tendering of Personnel for Lecturing Careers at the University of Algarve, Regulation no. 520/2010, published in *Diário da República*, 2nd series, no. 111, of 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*, 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 29-B, paragraph 1 of the ECDESP.

The tender has been opened for the purpose of filling one (1) position, in the form of a non-fixed-term contract as a government employee, in the terms of article 10-B of ECDESP, 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) To hold a Doctorate degree (PhD) or the title of specialist, obtained for more than 5 years, in the subject field of Teacher Training / Trainers and Educational Sciences; under the terms of article 19 of the ECDESP.

i) Holders of a doctoral degree obtained outside Portugal must prove the recognition, 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, of the 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 prove that they hold a diploma officially recognized of that language domain or certificate or diploma of 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, when applicable
- c) Meet the general requirements for employment as an employee of the state provided for 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 ECDESP.

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

- a) Do not hold a Doctorate degree (PhD) or title of specialist obtained for more than five years, in terms of paragraph a) of point 1, and, therefore, the academic training being inadequate for the exercise of the teaching position in the subject field for which this tender is open;
- b) Applicants who fail to present the documents or works required under the terms of the Public Notice, or who present 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 the purpose of 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 in the reasoned opinion of the jury demonstrates scientific merit, research capacity and value of the previous pedagogical activity compatible with the subject field and speciality 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 pedagogical activity value, under the terms described in 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, each member of the jury shall submit a list of the applicants which do not to meet the requirements referred to 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 23, paragraph 1, subparagraph b) of the ECDESP, 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 by email with acknowledgement of receipt for the purpose of 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/pt/srh/concursos-pessoal-docente>, 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 competition must be accompanied by 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 or the title of specialist, 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, considering the selection and ranking criteria set out 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), up to a maximum of five (5).

e) Indication of the results of the "quality assessment" carried out regarding the courses of which the candidate was responsible, where applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;

f) 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-founded reason for preference, which, however, will be taken into account by the jury if duly proven or if the jury considers it appropriate;

g) 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;

h) Certificate of Physical and Mental Health necessary to carry out the functions in question;

i) Updated vaccination certificate.

3 - The documents referred to in paragraphs g) to i) of Section III, may be waived provided that 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 f), 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- Pursuant to Article 7, paragraph 2, of the Regulations for the Tendering of Personnel for Lecturing 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 and pursuant to the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP.

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, whereas the ordering results depend on the weighted average of the quantitative classifications obtained in each of the evaluation parameters, within a scale of 0-100. points.

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

a) Technical-Scientific and Professional Performance (35%);

b) Pedagogical Capacity (40%);

c) Other activities relevant to the University's mission (25%);

When applying the components referred to in the previous article, the following parameters are evaluated, to which the indicated weighting factors are attributed:

a) Technical-scientific and professional performance (35%) - The following parameters will be considered in the evaluation:

i) Technical-scientific production. Quality and quantity of technical and scientific production in the subject field for which the tender is open (namely books, magazine articles) expressed by the number and type of publications, including information from a bibliometric basis of citations. (35%)

ii) Participation in scientific projects. Quality of participation, quality and quantity of scientific projects in which the applicant participated, in the field for which the tender is open. (20%)

iii) Supervision of academic and professional projects. (25%)

iv) Intervention in scientific and professional communities - evaluation of the capacity for intervention in scientific and professional communities, expressed, namely through the organization of events, participation as (co-) editor of journals, participation in peer-review activities for journals, conference communications, presentation of lectures as a guest, participation in consultancy activities and other activities of recognized merit. (20%)

b) Pedagogical capacity (40%) - The following parameters will be considered in the evaluation:

i) Production of lecturing material. Quality and quantity of lecturing material produced by the applicant, as well as publications of a pedagogical nature (10%).

ii) Lecturing activity. Lecturing and coordination of curricular units. Quality of the lecturing activity carried out by the applicant using, whenever possible, objective methods based on extensive opinion collections (pedagogical surveys). (50%)

iii) Participation in academic exam juries. (20%)

iv) Other activities related to lecturing, namely the supervision of internships. (20%)

c) Other activities relevant to the University's mission (25%) - The following parameters will be considered in the evaluation:

i) Exercise of management positions in bodies of the lecturing unit or the University. (40%)

ii) Course Direction /Sub course Direction. (35%)

iii) Participation in juries of tenders for hiring lecturing staff. (5%)

iv) Other management positions of recognized public interest in the subject field of the tender. (5%)

v) Participation as a lecturer in professional training courses. (15%)

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, of the applicants' scientific performance, pedagogical skills and other relevant activities, with their corresponding weights. At each ballot, each member of the jury will always respect the order 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 shall have the casting vote, choosing the one who is placed at the top in the ordered list. The president of the

jury will use as tiebreakers most seniority in the category and, if the draw still remains, the date of the doctorate. If the applicant holds only the title of specialist, this date will be considered.

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 who is the lower position in their ranking.

g) If there is still a draw between two or more applicants, the president of jury shall decide which of the draw applicants shall be eliminated. The president of the jury will use as tiebreakers most seniority in the category and, if the draw still remains, the date of the doctorate. If the applicant holds only the title of specialist, this date will be considered;

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 Ana Maria de Melo Sampaio de Freitas, Vice-rector of the University of Algarve - with delegated competence by the Rector.

- Doctor Antonio Matas Terron, Full Professor, Faculty of Science of Education of the University of Málaga;

- Doctor José Carlos Bravo Nico, Associate Professor with Aggregation, from the School of Social Sciences at the University of Évora;

- Doctor Maria João Mogarro, Associate Professor, Institute of Education at the University of Lisbon;

- Doctor Cristina Maria Coimbra Vieira, Associate Professor, Faculty of Psychology and Educational Sciences, University of Coimbra;

- Doctor Aurízia Félix Sousa Anica, Coordinating Professor, Higher School of Education and Communication at the 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.

May 3, 2021. - The Rector, Paulo Águas.