

PUBLIC NOTICE

INTERNATIONAL TENDER TO FILL A VACANCY IN THE FACULTY OF SCIENCE AND TECHNOLOGY OF THE UNIVERSITY OF ALGARVE AS AN ASSISTANT PROFESSOR, IN AGRONOMY, SCIENTIFIC AREA OF PLANT BIOLOGY

By ordinance dated May 16, 2022, issued by the Rector of the University of the Algarve, an international tender is now open for the period of 30 working days starting from the working day immediately following the publication in the Diário da República of this public notice. The vacancy (1) is in the Faculty of Science and Technology of the University of Algarve under the regime of an employment contract in a Public University for an indefinite period, as an Assistant Professor, in Agronomy, scientific area of Plant Biology.

This tender is open within the scope of the programme contract for scientific institutional employment 2021 signed between the Foundation for Science and Technology and the University of Algarve. The tender is governed by the provisions of Articles 37 to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (University Lecturers' Career Statute - ECDU), in its current version, and in accordance with the regulation governing tenders for contracting of career teaching personnel for the University of Algarve, regulation no. 520/2010, published in the Diário da República, 2nd series, no 111, dated 9 June 2010. The tender shall terminate when the vacancy has been filled.

The tender shall be advertised in the Public Employment Exchange (BEP), on the website of Euraxess Portugal portal at <https://www.euraxess.pt> and on the University's website, in Portuguese and English no later than two working days after its publication in the Diário da República, in accordance with Law 78/2003 of 23 April, Article 62-A, paragraph 1, of the Estatuto da Carreira Docente Universitária (University Lecturers' Career Statute - ECDU), in its current version.

Under the authority granted by Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, the Rector may cancel the tender should there being pressing reasons to do so.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations, actively promote a policy of equal opportunities for employment and career progress between men and women, taking every possible measure to avoid any kind of discrimination.

I - Admission requirements

1 - Admission requirements

a) Applicants must hold a doctoral degree in Biology or Agronomy, in a speciality considered appropriate for the scientific area in which the tender has been opened, as foreseen in Article 41-A of the ECDU,

i) Holders of a doctoral degree obtained outside Portugal must show that the degree has been recognized in Portugal, as foreseen in Law no. 66/2018, of 16 August and other applicable legislation.

ii) Applicants to whom the previous paragraph applies and who do not demonstrate by the end of the application period that the degree has been recognized will be excluded from the tender.

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

i) Applicants who are not native Portuguese speakers should prove that they hold a diploma or certificate officially recognized and demonstrating competence in Portuguese in the context 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 as an employee of the state, foreseen in article 17, Law no. 35/2014 of 20 June, 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 degree in Biology or Agronomy in a speciality considered as appropriate for scientific area in which the tender was opened, in accordance with article 41-A of the ECDU.

(ii) Do not hold a PhD degree recognized in Portugal, up to the deadline for applications;

iii) If they fail to present the documents required under the terms defined by the Public Notice, or present them after the deadline stipulated for this purpose.

3 - The Jury will notify the applicants of their admission or exclusion from the job tender, by e-mail with receipt of delivery, to permit applicants time to contest the decision.

II – Admission requirements in absolute merit and respective assessment:

1 - Acceptance of applicants on the basis of absolute merit shall depend upon:

a) Possession of curriculum that the jury considers to be of scientific merit and demonstrates research capacity compatible with the scientific area for which the tender was opened and of an appropriate level for an Assistant Professor.

b) The applicant must be the author or co-author of at least ten (10) scientific texts, in the form of articles, scientific books or book chapters, with scientific arbitration, in the last five (5) years. Scientific texts should be relevant to the scientific area in which the tender has been open.

c) Proven experience in the area of Plant Biology, Plant Biotechnology or Plant Genetic Improvement.

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

a) The applicant's overall curriculum does not reveal scientific merit, research capacity or pedagogic activity, under the terms described in subparagraph a) of paragraph 1 of point II;

b) The applicant is not an author or co-author of at least ten (10) scientific texts, in the form of articles, scientific books or book chapters, under the terms described in subparagraph b) of paragraph 1 of point II.

c) The applicant does not have proven experience in the area of Plant Biology, Plant Biotechnology or Plant Genetic Improvement.

3 - In order to assess the absolute merit of the applicants, each member of the selection jury will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, providing a justification of their decision. The lists submitted by the jury members will be voted in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions are allowed.

4 - An application will be rejected on absolute merit if a majority of the selection jury are in favour. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5 - The jury will notify applicants of their admission or not, based on absolute merit, to the job tender. Exclusion will be communicated by e-mail with receipt of delivery, to permit applicants time to contest the decision.

III — Submission of the 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> accessing **Documentos – Pessoal Docente – Formulário de Candidatura**. Applications can be:

a) Delivered in person to the Human Resources Services on level 0 of the Penha Library building at the Penha Campus, University of the Algarve, Faro; or

b) By registered mail, posted no later than the deadline for submitting applications, addressed to: Serviços de Recursos Humanos da Universidade do Algarve, Campus da Penha 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 a document of identification valid on the date of application;

b) Certificate proving the applicant holds a PhD degree, in a speciality appropriate to the tender, both as a photocopy and in pdf format;

c) One (1) copy in paper and one (1) copy in pdf format of the applicant's curriculum vitae, duly signed and dated, organized in accordance with the evaluation parameters, including scientific, pedagogic and other activities relevant to the mission of higher education institutions, carried out by the applicant, 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 or photocopied copy and one (1) copy in pdf format, of each of the works selected by the applicant, a maximum of five, as being the most representative, namely with regard to their contribution to the development and evolution of the area and sub-areas in which the tender is open, under the terms and for the purpose of Article 50, paragraph 6, subparagraph a), of the ECDU and, optionally, a document explaining the relevance of the publications selected;

e) Document framing the applicant's pedagogical activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, in both printed and PDF format;

f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible, when they exist and if applicable, and as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, printed or photocopied and in PDF format;

g) Other documents, which the applicant considers further demonstrates their scientific performance, pedagogic skills, and other relevant activities and which would constitute a legally-basis for ranking candidates, should the jury deem them appropriate and duly proven, and presented in PDF format;

h) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which they are applying;

i) A medical certificate confirming that he/she is suitably physically and mentally sound for the functions in question;

j) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs h) to j), may be waived during the submission stage of the application provided that the applicants declare under oath, the situation in which they find themselves in relation to each of these requirements, the failure to make a written declaration constitutes grounds for exclusion. The delivery of these documents will be required, should the applicant be selected for the vacancy.

4 - The pdf documents required in paragraphs b) to g), should be delivered in a pen-drive, which should be searchable and contain the entries of publications associated with clickable links (links), to the documents/domains that contain the publication, which may be recorded in the same digital media or exist in a repository for free access in the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the web pages of the courses (curricular units) for which the applicant has been responsible.

IV – Public Hearings

1 - Pursuant to Article 7, paragraph 2, of the regulation governing tenders for the contracting of career teaching personnel for the University of Algarve, the jury may request complementary documentation related to the curriculum vitae submitted and decide to hold public hearings, on an equal footing for all applicants as foreseen in Article 50, paragraph 4, subparagraph b) of the ECDU;

2 - If 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 parameters and seriation in relative merit, respective weighting and final valuation system

The assessment and seriation in relative merit of applicants will be based on the seriation criteria and their weighting identified below, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters, within a scale of 0-100 points:

1 - Curriculum evaluation (100%) - The Curricular Evaluation focuses on the activities developed by the applicants in the scientific area of the tender, and its adequacy to the category of Assistant Professor, considering the following parameters:

A) Scientific performance (50%) - In the assessment of scientific performance in the scientific area of the tender, the following factors will be considered:

a) Scientific production - Quality and quantity of scientific production (books, book chapters, articles in indexed international journals, communications at conferences) expressed, namely, by the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (translated as the quality and reference made to them by other authors) (30%);

b) Participation in scientific research projects with external funding, taking into consideration the project's dimension, scientific-technological level, degree of innovation and project results, including final evaluation when applicable (10%);

c) Supervision of academic work: supervision of advanced training, in particular supervision of internships, master's degrees and doctorates (5%);

d) Participation as an editor of international journals, reviewer of publications in international journals, applications for research grants or advanced training and scientific projects (5%).

B) Pedagogic Capacity (35%) - The following factors will be considered when assessing pedagogic capacity:

a) Lecturing activity - Quality and diversity of the lecturing activity developed by the applicant, taking into account, among other relevant factors, the results of opinion polls (e. g., pedagogic surveys), which should be mentioned in the curriculum, whenever available (25%);

b) Participation in juries of academic examinations (5%);

c) Other pedagogic activities - Quality and quantity of pedagogic material and publications of a pedagogic nature produced by the applicant, other activities with an impact on the teaching-learning process carried out by the applicant, including training internships for young graduates or masters (5%).

C) Other activities relevant to the University's mission (15%) - In assessing other relevant activities, the following factors will be considered:

a) Participation in actions and publications of scientific, cultural or technological dissemination, (5%);

b) Participation in the development of extension projects including scientific dissemination and the provision of services to the scientific/educational community, the economic-productive fabric and/or society in general (5%);

c) Organization of scientific or educational events in the scientific area of the application (5%).

VI - Selection process in relative merit

1 - The methodology for 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, and their respective weights. At each ballot, every member of the selection jury will abide by the ordering they submitted and abstentions are not permitted.

b) The first ballot is intended to determine which applicant is 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 in the ordered list;

d) If two applicants obtain exactly half of the votes each, the jury president shall have the casting vote, deciding which shall be placed at the top of the ordered list. The jury president will use as tie-breaking criteria the date the PhD degree was conferred, the most recent prevailing, and, if the tie still remains, the date of birth, the most recent prevailing;

e) If neither of those two cases c) and d) occurs, a new ballot will take place after applicants who obtained no votes in the previous ballot have been eliminated as well as the applicant who obtained fewest votes but who obtained at least one vote;

f) If there is a draw between two or more applicants for the position of least-voted, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. At this ballot, jury members vote obligatorily for the applicant who is lowest-placed on their own seriation;

g) If there is still a draw between two or more applicants, the jury president shall decide which of the drawing applicants shall be eliminated. The jury president will use as tie-breaking criteria the date of the PhD degree was conferred, the most recent prevailing, and, if the tie still remains, the date of birth, the most recent prevailing;

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 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, by delegation of powers from the Rector of the University of Algarve, Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, Vice-rector for Research and Culture of the University of Algarve.

Vogels:

Doctor Rui Manuel dos Santos Malhó, Full Professor at the Faculty of Sciences of the University of Lisbon;

Doctor Maria da Conceição Lopes Vieira dos Santos, Full Professor at the Faculty of Sciences of the University of Porto;

Doctor Gilberto Paulo Peixoto Igrejas, Associate Professor with Aggregation at the School of Life and Environmental Sciences at the University of Trás-os-Montes and Alto Douro;

Doctor Cristina Maria Filipe Máguas da Silva Hanson, Associate Professor at the Faculty of Sciences of the University of Lisbon;

Doctor Anabela Maria Lopes Romano, Full Professor of the Faculty of Sciences and Technology of the University of Algarve;

Doctor Pedro José Realinho Gonçalves Correia, Associate Professor of the Faculty of Sciences and Technology of the University of Algarve.

VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve in Faro, from 9.30am to noon and from 2.30pm to 5pm, through previously scheduled appointment.

May 19, 2022. — The Vice-Rector, Prof. Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho.