

PUBLIC NOTICE

International tender for the category of Assistant Professor, in the subject field of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy at the Superior School of Health of the University of Algarve

By ordinance dated of 29 July 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 Assistant Professor, in the subject field of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy at the Superior School of Health of the University of Algarve.

This tender is governed by the provisions of article 15 to article 24-A, article 29-A and article 29-B, of the *Estatuto da Carreira Docente do Ensino Superior Politécnico* (Statute of the Teaching 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 Teaching 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 Exchange (BEP), within 2 working days, after publication in the *Diário da República*, pursuant to the terms of Decree-Law no. 78/2003, of 23 April, 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, in its current wording.

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 there being pressing reasons to do so.

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) Hold, under the terms of article 17 of ECDESP, the title of specialist or doctorate degree in the subarea of Pathological, Cytological and Tanatological Anatomy, or PhD in a related area, considering the area of Biomedical Sciences to be related, provided that the doctoral thesis falls within the scope of Pathological, Cytological and Tanatological Anatomy.

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 excluded from the tender.

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

i) If the applicant does not master the Portuguese language and is selected in the tender, he/she must immediately begin the respective learning process, under oath, in order to guarantee his/her capacity to lecture in Portuguese, without any limitations in communicating with the students, and the mastery of the Portuguese language at level C1 of the CEFR is an indispensable requirement for his/her subsequent approval in the trial period.

c) Meet the general requirements for employment in public functions provided for in article 17 of the Labor Law 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:

i) Do not hold a specialist or doctoral degree in the subarea of Pathological Anatomy, Cytology and Thanatology, or a doctoral degree in the related area of Biomedical Sciences. Applicants with a doctoral degree in Biomedical Sciences, whose thesis does not fall within the scope of Pathological Anatomy, Cytology and Thanatology, will also, be excluded;

ii) Do not hold a recognized doctoral degree, by the closing date for applications, if their qualification is foreign;

iii) Do not present the documents or works required in the Public Notice or their presentation is carried out outside the stipulated period for the purpose.

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

II – Admission requirements in absolute merit:

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

a) Having an overall curriculum that, in the substantiated opinion of the jury, demonstrates scientific merit, research capacity and pedagogical activity value already undertaken that are compatible with the sub-area of the subject field of the tender and are appropriate to the respective lecturing category.

b) That the applicant is the author or co-author of at least two (2) books, articles or chapters in publications with scientific arbitration and relevant to the subject subarea in which the tender is open.

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, already developed, compatible with the disciplinary sub-area for which the tender was open and adequate to the respective lecturing category;

b) The applicant is not the author or co-author of at least two (2) publications, under the terms indicated in paragraph b) of the previous number.

3- In order to assess the absolute merit, each member of the jury shall submit a list of the applicants they consider 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, with no abstentions being allowed.

4 – An application will be rejected on absolute merit if at least one proposal for such obtains a majority of favorable votes from the jury members present at the meeting, and the proposals, votes obtained by each, and the respective substantiations, shall be an integral part of the minutes.

5 - The jury will notify applicants as to whether their applications have been accepted for consideration or rejected, with delivery receipt notification, for the purpose of preliminary hearing.

III — Instructions for Application

1 – The application is formalized by means of a request addressed to the Rector of the University of Algarve, available on the website of the University of Algarve <https://www.ualg.pt/pt/srh/concursos-pessoal-docente>, and can be submitted:

a) Delivered in person at the Human Resources Department on floor 0 of the 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 or copied 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 a) up to a maximum of two (2).

e) A copy of the abstract of the doctoral thesis;

f) 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;

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 would constitute a legally-founded reason for preference, although the jury shall only consider such activities as being duly proven if it should deem appropriate;

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 he/she is 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) of Section III, may be waived as long as applicants make a declaration of honor in separate paragraphs in their application, stating their current circumstances relating to each of the requirements in question. The delivery of these documents will be required, in case of filling the vacancy. The lack of the declaration of honor, in the application, determines the exclusion from the tender.

4 - The pdf documents required in paragraphs b) to f), are to be delivered in a pen-drive, which should allow the search and contain the entries of publications associated with clickable links, to the document that contains the publication, which may be recorded on the same digital media or exist in a repository for free access 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 disciplines for which the applicant has been responsible.

5 – The structure of the curriculum vitae and its annexes must respect the systematization of the evaluation parameters and ranking in relative merit, provided for in Point V of this public notice, otherwise the information will not be considered in the ranking.

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

The assessment and seriation in relative merit is 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:

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

a) Technical-Scientific and Professional Performance (30%);

b) Pedagogical Capacity (50%);

c) Other activities relevant to the University's mission (20%);

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

a) Technical-scientific and professional performance (30% - Maximum of 30 points (100 x 0.30))

- The following parameters will be considered in the evaluation:

i) Academic training (Maximum 18 points)

a) Degree in Pathological Anatomy, Cytology and Thanatology: 17 points;

b) Certified training, carried out in the context of Higher Education, considered relevant to subject field of the tender: Training courses of 90-120 ECTS: 1 point (maximum 1 point).

ii) Technical-scientific production. Quality and quantity of technical and scientific production in the sub-area for which the tender is open or related area, expressed by the number and type of publications (Maximum 4.5 points)

a) Publication of articles in the sub-area for which the tender is open, or related area, in indexed scientific journal: 1,5 points per article;

b) Publication of abstracts in indexed conference proceedings: 1 point per article or abstract (maximum 2 points);

c) Authorship of scientific books: 1 point per book, (maximum of 2 points);

d) Authorship of scientific book chapters: 0,5 points per chapter (maximum of 1,5 points);

iii) Participation in scientific projects. Quality and quantity of scientific projects in which the applicant participated, in the sub-area for which the tender is open. (Maximum of 1 point)

a) Participation in R&D project teams: Researcher/team member of a completed or ongoing R&D project funded by FCT or another entity external to the higher education institution/research unit.

Projects/contracts/grants that involve the existence of approval and funding will be considered. (0.5 point for each project)

iv) Orientation of academic and professional work in the sub-area of the tender. (Maximum of 2 points)

a) Orientation of theses, dissertations and completed works. Doctorate: 0.5 points; Master: 0.25 points; undergraduate applied research: 0.125 points; (for each orientation).

v) Intervention in scientific and professional communities (Maximum 4.5 points)

a) Oral communications presented at technical-scientific events: 0.4 points per presentation.

- b) Poster communication in technical-scientific events: 0.25 points per poster.
 - c) Member of an organizing or scientific committee of a technical-scientific event: 0.4 points per event.
 - d) Participation as (co-) editor or reviewer of journals: 0.5 points per participation (maximum of 1 point)
- ii) Lecturing activity in a Higher Education institution within the sub-area of the tender (maximum 42.5 points).
 - a) Number of semesters of lecturing experience: 1.7 points for each academic semester. The score is ascribed in proportion to the percentage value of the contracts. Up to a maximum of 20 points.
 - b) Course units lectured. When lecturing for the first time: 1 point for each course unit, weighted by the lecturing percentage; when the same course unit is lectured in different academic years of the same course plan: 0.5 points for each course unit weighted by the lecturing percentage. Up to a maximum of 10.5 points.
 - c) Course unit manager: 0.5 points for each academic year of course unit manager. Up to a maximum of 9.5 points.
 - ii) Participation in academic exam juries. (Maximum of 5 points)
 - a) Participation in juries of works leading to an academic degree and/or other exams foreseen in the Statute of the Career of Teaching Staff in Higher Education. Doctorate: 0.5 points per participation; Master Degree: 0.25 points per participation;
 - b) Participation in juries of works under the scope of the Degree (Research/Internship): 0.1 points per participation.
 - iv) Other activities related to the lecturing activity, namely the orientation of laboratorial internships, production of pedagogical materials (Maximum of 5 points). 0.5 points per occurrence.
 - c) Other activities relevant to the University's mission (20% - Maximum of 20 points (100 x 0.20))
 - The following parameters will be considered in the evaluation:
 - i) Exercise of management positions in bodies of the teaching unit or the Higher Education Institution (Maximum of 7 points)
 - a) Member of the management body of the Organic Unit or University, namely member of the Scientific Council or of the Technical Scientific Council, of the Pedagogical Council and of the Senate: 0.2 points for each month of mandate. Statutory functions provided for in the institutions where they were performed will be considered;
 - b) Other relevant management activities as a member: 0.1 point for each month of mandate. The functions provided for in the statutes of the institutions in which they were performed shall be taken into account;
 - ii) Course Direction / Coordination / Course Committee Member (Maximum of 6 points). 0.15 points for each month of mandate. Statutory duties provided for in the institutions where they were performed will be considered.

iii) Extension Activities (Maximum of 7 points). Activities relevant to lecturing, research and connection to the community. Activity participation in extension projects and actions to connect the community in affinity to the tender sub-area will be considered:

a) Member of an organizing committee in events promoting/disseminating the University. 0.1 points per month of mission accomplishment.

b) Participation in events promoting/disseminating the University. 0.7 points per activity.

VI - Selection process in relative merit

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

a) Before the ballot begins, 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 showing their respective weights. At each ballot, every member of the jury will always abide by the ordering they submitted. Abstentions are not permitted.

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 jury president shall have the casting vote, using as a tie-breaking criterion to hold a doctorate degree and/or the most recent specialist title;

e) If neither situation 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 president of the jury decides which candidate shall be eliminated among them, using as a tie-breaking criterion to hold a doctorate degree and/or of the oldest specialist title;

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

- Doctor Margarida Maria Magalhães Cabugueira Custódio dos Santos, Coordinating Professor at the Lisbon School of Health Technology, Polytechnic Institute of Lisbon;
- Doctor Renato Danton Sampaio Ribeiro de Abreu, Coordinating Professor at the Lisbon School of Health Technology, Polytechnic Institute of Lisbon;
- Doctor Ana Maria da Conceição Ferreira, Coordinating Professor at the Coimbra School of Health Technology, Polytechnic Institute of Coimbra;
- Doctor Regina Augusta Alves Pereira da Silva, Coordinating Professor at the School of Health of the Polytechnic Institute of Porto;
- Doctor Amadeu José Borges Ferro, Coordinating Professor at the Lisbon School of Health Technology, Polytechnic Institute of Lisbon

VIII – Access to the tender procedure

The tender process may be consulted at the Human Resources Department of the University of Algarve, on floor 0 of the Administration Building at the Penha Campus of the University of Algarve in Faro, from 9:30 am to noon and from 2.30 pm to 4.30 pm, through previously scheduled appointment.

July 19, 2022. — The Vice-Rector, Professor Ana Maria de Melo Sampaio de Freitas