

## PUBLIC NOTICE

International tender for the category of Assistant Professor, in the subject field of Diagnostic and Therapeutic Technologies, in the specialty of radiology at the Superior School of Health of the University of Algarve

By ordinance dated of 14 September 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 specialty of radiology at the Superior School of Health 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 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 two (2) positions, 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) a doctoral degree or title of specialist in the subject field of Diagnostic and Therapeutic Technologies, in the Specialty of Radiology.

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) Applicants who are not native speakers of Portuguese must prove that they hold an officially recognized diploma, proving mastery of the said language, or a certificate or diploma of communicative competence in Portuguese language of the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the conclusion of the contract, when applicable.

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 doctoral degree or specialist title in an area considered appropriate for the subject field of Diagnostic and Therapeutic Technologies in the Specialty of Radiology;

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 applicants 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 disciplinary sub-area (specialty) for which the tender was opened and appropriate to the respective lecturing category;

b) That the applicant is the author or co-author of at least three (3) books, articles or chapters in publications with scientific arbitration and relevant to the subject field and specialty 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 number;

b) The applicant is not the author or co-author of at least three (3) 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 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 <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 tender 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 applicant'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 applicant, integrating an index, with numbered annexes, obligatorily respecting the order of the parameters and factors 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 applicant for the purposes set out in point V 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 applicant 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 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;
- g) 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;
- h) A medical certificate confirming that he/she is suitably physically and mentally sound for the functions in question;
- i) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs g) to i) 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.

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 systematization of the curriculum vitae and respective annexes must respect the order of the parameters and factors listed in Point V of this Notice, with prejudice to the information not being considered for the evaluation.

6 - According to n. 2 of article 7 of the Regulation governing tenders for the contracting of career lecturing personnel for the University of Algarve, the jury may request additional documentation related to the submitted curriculum.

#### IV – Public Hearings

1- The jury may 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 and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of career lecturing personnel for the University of Algarve.

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 applicants in the subject field and specialty of the tender, and its adequacy to the category of Assistant Professor, considering the following parameters:

- a) Technical-Scientific and Professional Performance (40%);
- b) Pedagogical Capacity (40%);
- c) Other activities relevant to the University's mission (20%);

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 (40%) - The following factors will be considered in the evaluation:

- i) Academic training (50%) - Maximum 50 points

- a) Degree in Radiology: 30 points;
- b) Certified training, carried out in the context of Higher Education, considered relevant to subject field of the tender: Training between 121-360 ECTS: 14 points; Training between 90-120 ECTS: 10 points; Training between 60-89 ECTS: 8 points; Training between 30-59 ECTS: 4 points; Training between 1 and 29 ECTS: 2 points. Up to 20 points.
- ii) Technical-scientific production. Quality and quantity of technical and scientific production in the subject field for which the tender is open (namely books, articles in journals, abstracts in indexed proceedings) expressed by the number and type of publications (20%)
  - a) Authorship of scientific books: 1 point per book. Up to a maximum of 2 points;
  - b) Authorship of scientific book chapters: 1 point per chapter. Up to a maximum of 4 points;
  - c) Authorship of scientific articles. Articles indexed in Scopus or ISI: 2 points per article; Articles in journal indexed in other databases: 1 point per article. Up to a maximum of 4 points;
  - b) Publication of abstracts in indexed conference proceedings: 1 point per article or abstract (maximum 2 points);
- iii) Participation in scientific projects. Quality and quantity of scientific projects in which the applicant participated, in one of the areas for which the tender is open. (5%)
  - a) National projects/Contracts: up to 1,5 points for the project/contract coordinator, up to 0,6 points for team members. International projects/ contracts: up to 2,5 points for the project/contract coordinator, up to 1,2 points for team members. Up to a maximum of 5 points. Consideration will be given to projects/contracts that involve existence of approval and financing. The jury will value projects/contracts in the area of the tender.
- iv) Orientation of academic work leading to an academic degree (5%)
  - a) Supervision of theses, dissertations and completed works. PhD: 1.5 points; Master: 1.2 points; Degree (Research): 0.8 points. Up to a maximum of 5 points.
- v) Intervention in scientific and professional communities (20%)
  - a) Participation in international scientific conferences. 0,4 points per participation. Up to a maximum of 5 points.
  - b) Oral communications presented in scientific events: 0,5 points per communication. Up to a maximum of 5 points.

c) Posters presented in scientific events: 0.4 points per poster. Up to a maximum of 4 points.

d) Member of an organizing or scientific committee of a scientific event: up to 0.4 points per event. Up to a maximum of 4 points.

e) Participation as (co-)editor or reviewer of journals: 0.5 points per participation. Up to a maximum of 2 points.

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

i) Production of pedagogical material. Quality and quantity of pedagogical material produced by the applicant as well as publications of pedagogical nature (5%). 1 point for each pedagogical material produced or publication. Up to a maximum of 5 points;

ii) Lecturing activity (75%)

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 35 points.

b) Course units lectured. When lecturing for the first time: 2.5 points 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: 1 point for each course unit weighted by the lecturing percentage. Up to a maximum of 17 points.

c) Coordinator of curricular units: 2.5 points for each course unit manager. Up to a maximum of 17 points.

d) Quality of the lecturing activity carried out. Weighted average to the lecturing percentage of the assessment made by the students in the surveys on the perception of lecturing and learning. Up to a maximum of 6 points.

iii) Participation in juries of academic work (10%)

a) Participation as an examiner in juries of works leading to the academic degree/title: Degree: 0.3 points each; Master: 0.7 points for each; Doctor/Specialist: 1.5 points for each. Up to a maximum of 6 points;

b) Participation in juries of works leading to the awarding of an academic degree and/or other tests foreseen in the Statute of the Career of Higher Education Lecturing Personnel. Doctorate/Specialist: 1 point per participation; Master: 0.50 points per participation; Degree (Research/Internship): 0.25 points per participation. Other Evidence of the Statute of the Career of Lecturing Personnel in Higher Education: 0.4 points per participation. Up to a maximum of 4 points.

iv) Other activities related to the lecturing activity, namely the orientation of internships (10%). 1.5 points per occurrence or orientation. Up to a maximum of 10 points.

c) Other activities relevant to the University's mission (20%) - The following parameters will be considered in the evaluation:

i) Academic positions and functions (30%) - maximum 30 points.

a) Office held as Director of the Organic Unit: 0.5 points for each month of office. Statutory positions in the institutions where the post was held will be considered;

b) Holding the post of Assistant Director of the Organic Unit: 0.25 points for each month in office. Positions statutorily provided for in the institutions where the post was held will be considered;

c) Holding office as Chairman of the Technical and Scientific Council: 0.25 points for each month in office. Positions statutorily provided for in the institutions where the position was held will be considered;

d) Holding office as Chairman of other management bodies of the Institution: 0.20 points for each month of office. The functions statutorily foreseen in the institutions where they were exercised will be considered;

e) Performance of pedagogical / scientific management / coordination functions: up to 0.15 points for each month of term of office. The functions statutorily foreseen in the institutions where they were exercised will be considered;

f) Office held in governing bodies as a member: 0.15 points for each month of office. Statutory duties in the institutions in which they were performed will be considered.

g) Course Direction and Coordination 0.15 points for each month of mandate. The functions statutorily foreseen in the institutions where they have been exercised will be considered;

h) Member of Course Commission. 0.12 points for each month of term of office. The functions statutorily foreseen in the institutions where they have been exercised will be considered.

ii) Extension Activities (30%). Activities relevant to lecturing, research and community outreach. Participation activities in projects and community connection actions with affinity to the area of the tender will be considered, including the organization and / participation in events to promote / disseminate the University. 3.75 points per activity. Up to a maximum of 30 points.

iii) Other management positions of recognized public interest in one of the tender areas (30%). 0.2 points for each month of office. Statutory duties in the institutions where they were performed will be considered. Up to a maximum of 30 points.

iv) Participation in lecturing professional training courses and short non-degree courses (10%). 2 points per course. Up to a maximum of 10 points.

#### 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 and the applicant who has held a doctorate or specialist title for less time shall be ranked first;

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 applicant shall be eliminated among them. The applicant who has held a doctorate degree or specialist title for the longest time will be eliminated.

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 Graciano do Nascimento Nobre Paulo, Coordinating Professor at the Higher School of Health Technology of Coimbra
- Doctor Paula Maria Vaz Martins, Coordinating Professor at Aveiro University
- Doctor Maria Luísa Gomes Pinto Nogueira, Coordinating Professor at the Higher School of Health of the Polytechnic Institute of Porto
- Doctor Joana Rodrigues dos Santos, Coordinating Professor of the Higher School of Health Technology of Coimbra
- Professor António Fernando Caldeira Lagem Abrantes, Coordinating Professor of the Higher School of Health of the University of Algarve

#### Substitute members of the jury

- Doctor Lina da Conceição Capela de Oliveira Vieira, Coordinating Professor at the Higher School of Health Technology of the Polytechnic Institute of Lisbon
- Doctor Óscar Manuel da Conceição Tavares, Coordinating Professor at the Higher School of Health Technologies of Coimbra

#### 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.

January 31, 2023. — The Vice-Rector, Professor Ana Maria de Melo Sampaio de Freitas.