

PUBLIC NOTICE

International tender for the category of Assistant Professor, in the subject field of Electrical Engineering, Disciplinary Group of Programming Languages and Computer Vision, at the Institute of Engineering of the University of Algarve

By ordinance dated of February 3, 2023, 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 Electrical Engineering, Disciplinary Group of Programming Languages and Computer Vision, at the Institute of Engineering 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, amended and republished by Decree-Law n.º 207/2009, of 31 August 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 Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both 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 the ECDESP, the title of specialist or doctor's degree in the subject field of computer engineering;

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:

a) Do not hold a specialist title or a doctoral degree in the subject field of computer engineering;

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

c) 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 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 cumulatively on:

a) Having an overall curriculum that, in the substantiated opinion of the jury, demonstrates scientific merit, research capacity, academic training and value of the pedagogical activity already developed, compatible with the scientific area and disciplinary group for which the competition is open and appropriate to the respective teaching category, namely:

a. Proven experience, through peer-reviewed publications, research in computer vision and human-machine interfaces for practical applications.

b. Proven experience, through peer-reviewed publications, in the research and creation of deep neural architectures for practical applications.

b) That the applicant is the author or co-author of at least one (1) journal article, with at least Q2 quartile in the Scimago Journal Rank (SJR), relevant to the area and disciplinary group 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 paragraph a) of the previous number;

b) The applicant is not the author or co-author of at least 1 journal article, under the terms indicated in paragraph b) of the previous number.

c) The candidate does not have higher education (Bachelor's Degree or Master's Degree) in the field of Electrical and Computer Engineering, or related, under the terms indicated in paragraph c) 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 of the exclusion of applications based on absolute merit, by means of e-mail 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/procedimentos-concursais>, which may be:

a) Delivered in person within the deadline, at the Human Resources Department on floor 0 of the Administration 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 or scan in pdf format of the identification document valid at the date of application;

b) Certificates proving the title of an academic degree or specialist title and certificates proving bachelor's/degree and/or master's degree, photocopied and in pdf electronic 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 and numbered annexes, mandatorily 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 two (2).

e) One printed or photocopied copy and one (1) copy in pdf format of the doctoral thesis abstract;

f) Document with a career development plan, containing objectives, a scientific and pedagogical development plan and a synopsis of the research line to be implemented;

g) 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;

h) 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;

i) 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;

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

k) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs i) to k) 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 failure to declare constitutes grounds for exclusion. The delivery of these documents will be required, in case of filling the vacancy.

4 - The pdf documents required in paragraphs b) to h), 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 scientific area and disciplinary group 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 parameters will be considered in the evaluation [0-100 points]:

i) Technical-scientific production. Quality and quantity of technical-scientific production in the scientific area and subject group for which the tender is open (namely books, book chapters, articles in indexed international journals, indexed conference proceedings or high-level professional activity reports), expressed by the number and type of publications (maximum 50 points).

ii) Participation in scientific projects. Quality and quantity of scientific projects in which the applicant has participated, in the area for which the tender is open (maximum 15 points).

iii) Career development plan — the potential contribution of the submitted document to the scientific and pedagogical development of the scientific area and disciplinary group in which this tender is inserted will be evaluated, with the objective of promoting the lecturing and research activities associated with it (maximum of 35points).

B) Pedagogical Capacity (40%). The following parameters will be considered in the evaluation [0-100 points]:

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

ii) Lecturing activity in a higher education institution within the scope of the scientific area and disciplinary group in the tender (maximum 90 points).

C) Other activities relevant to the University's mission (20%). The following parameters will be considered in the evaluation [0-100 points]:

i) Extension Activities. Relevant activities for lecturing, research and community outreach (maximum 100 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, the applicant 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, using as a tie-breaking criterion, being the holder of a doctor's degree and/or of the oldest specialist title, or, if the applicant does not hold the degree, 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, by delegation of powers from the Rector.

Vowels:

Doctor João Manuel Pereira Barroso, Associate Professor with Aggregation at the School of Sciences and Technology at the University of Trás-os-Montes and Alto Douro;

Doctor João Miguel Fernandes Rodrigues, Coordinating Professor with Aggregation of the Superior Institute of Engineering of the University of Algarve;

Doctor Ana Maria Rodrigues de Sousa Faria de Mendonça, Associate Professor at the Faculty of Engineering of the University of Porto;

Doctor Nuno Carlos Sousa Rodrigues, Coordinating Professor at the School of Technology and Management of the Leiria Polytechnic Institute;

Doctor Maria Gabriela Figueiredo de Castro Schütz, Coordinating Professor at the Institute of Engineering of the University of Algarve;

Substitutes:

Doctor António Manuel de Jesus Pereira Main Coordinating Professor of the Leiria School of Technology and Management, Leiria Polytechnic Institute;

Doctor Pedro Jorge Sequeira Cardoso, Coordinating Professor at the Institute of Engineering of the University of Algarve.

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.

March 24, 2023. - The Vice-Rector, Prof. Dr. Ana Maria de Melo Sampaio de Freitas