

## Portugal

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# Assistant Professor, in the subject field of Nursing

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Apply

3 Aug 2023

## Job Information

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|--|--|
| Organisation/Company   | Universidade do Algarve                                |
| Department   | Superior School of Health of the University of Algarve |
| Research Field   | Medical sciences » Other                               |
| Researcher Profile   | Recognised Researcher (R2)                             |
| Country  | Portugal   |
| Application Deadline   | 15 Sep 2023 - 23:59 (Europe/Lisbon)                    |
| Type of Contract   | Permanent  |
| Job Status   | Full-time  |
| Hours Per Week   | 35   |
| Offer Starting Date  | 4 Aug 2023   |
| Is the job funded through the EU Research Framework Programme? | Not funded by an EU programme                          |

Is the Job related to staff position within a Research Infrastructure?

No

## Offer Description

### PUBLIC NOTICE

International tender for the category of Assistant Professor, in the subject field of Nursing at the School of Health of the University of Algarve

By ordinance dated February 15, 2022, issued by the Rector of the University of Algarve, an international tender for the position of Assistant Professor, in the subject area of Nursing at the School of Health of the University of Algarve. The tender will be open, for a period of 30 working days, starting from the working day immediately following the publication of this notice in the *Diário da República* (the Official Portuguese Gazette).

This tender is governed by the provisions of Article 15 and the following articles of the *Estatuto da Carreira Docente do Ensino Superior Politécnico* (Statute of the Lecturing Career of Polytechnic Higher Education), hereinafter referred to as ECDESP, which was approved by Decree-Law no. 185/81, on 1 July, in its current version, as well as the Regulation 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, on 9 June 2010.

This tender will be published on the Public Employment Exchange (BEP), within 2 working days, after its 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 version.

The purpose of this tender is to fill in two (2) positions, in the form of a non-fixed-term contract as a government employee, in accordance with Article 10-B of ECDESP. The tender will end once the position has been filled.

The rector is authorized under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, to cancel the tender in the event of compelling 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) Hold, under the terms of article 17 of ECDESP, a doctoral degree in Nursing or the title of Specialist in Nursing, under the terms of Decree-Law no. 206/2009, of 31 August, in its current wording.

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) Non-native speakers of Portuguese must provide proof of an officially recognized diploma, demonstrating their mastery of the language, or a certificate or diploma of communicative competence in the Portuguese

language from 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 contract's signature, 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, unless 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 Nursing;

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

iii) Do not submit the required documents or works stipulated in the Public Notice within the designated deadline.

3 - The hiring committee will notify the applicants of any excluded applications by e-mail with delivery, for the purpose of prior hearing.

II – Admission requirements based on absolute merit:

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

a) Having an overall curriculum that, in the substantiated opinion of the hiring committee, demonstrates scientific merit, research capacity and the value of pedagogical activity already developed, which is compatible with the subject area for which the tender is open 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 area in which the tender is open in the last five (5) years.

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

a) The applicant's overall curriculum does not demonstrate scientific merit, research capacity and value pedagogical activity, as 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- To assess absolute merit, each member of the hiring committee 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 proposal, in accordance with the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. No abstentions are allowed.

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

5 - The hiring committee will notify applicants of the exclusion of applications based on absolute merit, by means of e-mail with a delivery receipt notification, for the purpose of a preliminary hearing.

III — Application instructions

1 – The application must be submitted 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> . It may be submitted:

a) 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 or scan in PDF format of a valid identification document at the date of application;
- b) Certificates proving the holding of various academic degrees, the title of specialist (if applicable) and the postgraduate specialization course in nursing or legal equivalent (if applicable), photocopied and in PDF electronic format;
- c) One (1) paper copy 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, including a contents page and numbered appendices, 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 section V, paragraph A) subparagraph i), up to a maximum of cinco (5).
- e) Indication of the results of the "quality assessment" carried out regarding the courses for 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 hiring committee to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken and that prove the activities mentioned in the curriculum vitae or that constitute a legally-founded reason for preference. However, the hiring committee shall only consider such activities as duly proven if it deems 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 the applicant is applying;
- h) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of 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 a separate section of their application, stating their current circumstances regarding each of the requirements in question. However, these documents will be required in case the applicant fills the vacancy.

4 - The PDF documents required in paragraphs c) to f), are to be delivered on 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, should also be provided, whenever reasonable and relevant, as well as, if possible, to the web pages of curricular units for which the applicant has been responsible.

5 – The systematization of the curriculum vitae and its annexes must respect the ordering of the parameters and factors set out in Point V of this Notice, with prejudice to the information not being considered for the evaluation.

6 - In accordance with paragraph 2 of article 7 of the Regulation governing tenders for the contracting of career lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the curriculum submitted.

#### IV – Public Hearings

1- The hiring committee 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 hiring committee for the tender decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least eight (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 following seriation criteria and their weighting, 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 disciplinary area 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%);

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

A) Technical-scientific and professional performance (40%) - The following factors will be considered in the assessment:

i) Academic training (50%)

a) Doctoral degree in Nursing or title of Specialist in Nursing: 40 points;

b) Master's degree in nursing or post-graduate specialization course in nursing or legal equivalent: 30 points;

c) Bachelor's Degree in Nursing: 20 points;

d) Certified training, carried out in the context of Higher Education, considered relevant to subject field of the tender: training courses between 30 and 90 ECTS - 4 points; training courses with 91 or more ECTS - 6 points. up to a maximum of 10 points.

ii) Technical-scientific production. Quality and quantity of technical-scientific production in the subject area for which the tender is open (namely articles, books or book chapters), expressed by the number and type of publications (20%).

a) Publication of articles in indexed scientific journals: 10 points per article. Up to a maximum of 40 points.

b) Publication of articles in non-indexed peer-reviewed scientific journal: 5 points per article. Up to a maximum of 40 points.

c) Publication of a book: 5 points. Up to a maximum of 10 points.

d) Publication of a book chapter: 2.5 points. Up to a maximum of 10 points.

iii) Participation in R&D projects. Quality and quantity of scientific projects in which the applicant has participated, in the area for which the tender is open (5%)

a) R&D projects: up to 5 points to the project coordinator, up to 2.5 points to team members. Up to a maximum of 10 points. Projects that involve the existence of approval and financing will be considered. The hiring committee will value projects in the area of the tender.

iv) Orientation of academic and professional work (5%)

a) Supervision of completed theses and dissertations. Doctorate: 5 points; Master's degree: 2.5 points. Up to a maximum of 20 points.

v) Intervention in scientific and professional communities (20%)

a) Oral communications presented at technical-scientific events: 10 points per presentation. Up to a maximum of 40 points;

b) Poster communication in technical-scientific events: 6 points per poster. Up to a maximum of 36 points;

c) Member of the organizing or scientific committee of a technical-scientific event: 4 points per event. Up to a maximum of 12 points;

d) Reviewer of scientific journals: 4 points per journal. Up to a maximum of 12 points.

B) Pedagogical capacity (40%) – The following factors will be considered in the evaluation:

i) Production of pedagogical material. Quality and quantity of pedagogical material produced by the applicant, as well as pedagogical publications (10%). 2 points per material produced or pedagogical publication. Up to a maximum of 10 points;

ii) Lecturing activity (80%).

a) Number of semesters of lecturing experience: 3 points for each lecturing semester. Points are awarded in proportion to the percentage value of the contracts. Up to a maximum of 30 points;

b) Curricular units lectured. When lectured for the first time: 4 points for each curricular unit, weighted by the percentage of lecturing; when the same curricular unit is lectured in different academic years of the same curricular plan: 2 points for each curricular unit, weighted by the percentage of lecturing. Up to a maximum of 30 points.

c) Regent of curricular units: 2 points for each curricular unit per academic year. Up to a maximum of 30 points;

d) Quality of the lecturing activity carried out. Weighted average of the percentage of lecturing activity assessed by students within the scope of surveys on the perception of lecturing and learning. Up to a maximum of 10 points.

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

a) Participation as an arguer in juries of works leading to academic degrees and/or other tests provided for in the Higher Education Lecturing Staff Career Statute. Doctorate: 4 points per presentation; Specialist Degree: 4 points per presentation; Master's Degree: 2 points per presentation. Up to a maximum of 30 points;

b) Participation in juries of works leading to academic degrees and/or other tests provided for in the Higher Education Lecturing Staff Career Statute. Doctorate: 4 points per participation; Specialist Title Tests: 4 points per participation; Master's Degree: 2 points per participation. Up to a maximum of 30 points.

C) Other activities relevant to the mission of the University of Algarve (20%) - The following factors will be considered in the evaluation:

i) Holding management positions in bodies of the Organizational Unit or the University of Algarve (40%).

- 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: 0.25 points for each month of mandate. Up to a maximum of 8 points;
- b) Other relevant management activities, as a member: 0.1 points for each month of office. Up to a maximum of 3 points.
- c) Course management / Coordination / Member of the Course Committee. 0.5 points for each month of office. Up to a maximum of 15 points.
- ii) Extension activities (60%). 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. 4 points per activity. Up to a maximum of 20 points.

## VI - Selection process in relative merit

1 - The methodology of selection in relative merit is as follows:

- a) Before the ballot begins, each member of the hiring committee submits a written document, which will be attached to the minutes, stating their own ordering of the applicants, which is based on the evaluation of technical-scientific performance, pedagogical capacity, and other relevant activities, with the respective relative weights. At each ballot, every member of the hiring committee 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 hiring committee's chairperson will have the casting vote, using as a tie-breaking criterion the date of the doctorate or specialist title, whichever was obtained less recently;
- e) If neither of these two cases occurs, a new ballot is held after removing the applicants who did not obtain votes in the first ballot and also eliminating the least voted applicant 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, the hiring committee 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 hiring committee's chairperson decides which applicant shall be eliminated among them. The applicant who has held the doctorate or the title of specialist 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 hiring committee

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

- João Manuel Galhanas Mendes, Retired Coordinating Professor at the S. João de Deus School of Nursing at the University of Évora;
- Esperança Gago Alves Pereira, Coordinating Professor at the Nursing School of the University of Minho;
- Adília Maria Pires da Silva Fernandes, Coordinating Professor of the School of Health of the Polytechnic Institute of Bragança;
- Maria Antonieta Pereira de Carvalho da Palma Medeiros, Coordinating Professor of the School of Health of the Polytechnic Institute of Beja;
- Maria Augusta Gomes Alves Ferreira, Coordinating Professor at the Higher School of Health of the University of Algarve.

Alternative committee member:

- Maria Aurora Gonçalves Pereira, Coordinating Professor of the School of Health of the Polytechnic Institute of Viana do Castelo.
- Elsa Maria de Oliveira Pinheiro de Melo, Coordinating Professor of the School of Health of the University of Aveiro.

VIII – Access to the tender procedure

The tender procedure can be accessed by appointment at the Human Resources Department of the University of Algarve, located on floor 0 of the Administration Building at the Penha Campus of the University of Algarve in Faro. The department is available for appointments from 9:30 am to noon and from 2.30pm to 4.30pm.

July 6, 2023. - The Vice-Rector, Prof. Dr. Ana Maria de Melo Sampaio de Freitas

## Requirements

**Research Field** Medical sciences » Other

**Education Level** PhD or equivalent

### Specific Requirements

Admission requirements:

- Hold, under the terms of article 17 of ECDESP, a doctoral degree in Nursing or the title of Specialist in Nursing, under the terms of Decree-Law no. 206/2009, of 31 August, in its current wording.
- Holders of a doctoral degree obtained outside Portugal must prove the recognition of that degree. 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. Non-native speakers of Portuguese must provide proof of an officially recognized diploma, demonstrating their mastery of the language, or a certificate or diploma of communicative competence in the Portuguese language from 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 contract's signature, 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,

unless exempted by the ECDESP.

**Languages** PORTUGUESE

**Level** Excellent

### **Internal Application form(s) needed**

**requerimentocandidaturaconcursodocumental.pdf**

**English** (254.19 KB - PDF)

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## **Additional Information**

### **Benefits**

The purpose of this tender is to fill in two (2) positions, in the form of a non-fixed-term contract as a government employee.

### **Eligibility criteria**

Applicants will be excluded from the tender procedure if they:

- Do not hold a doctoral degree or specialist title in Nursing.
- Do not hold a recognized doctoral degree, by the closing date for applications, if their qualification from a foreign institution.
- Do not submit the required documents or works stipulated in the Public Notice within the designated deadline.

### **Selection process**

Admission requirements based on absolute merit:

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

- Having an overall curriculum that, in the substantiated opinion of the hiring committee, demonstrates scientific merit, research capacity and the value of pedagogical activity already developed, which is compatible with the subject area for which the tender is open and appropriate to the respective lecturing category.
- 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 area in which the tender is open in the last five (5) years.

### **Additional comments**

The Rector is authorized under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, to cancel the tender in the event of compelling reasons.

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.

Website for additional job details

<https://www.ualg.pt/>

## Work Location(s)

Number of offers available

2

Company/Institute

Universidade do Algarve

Country

Portugal

State/Province

Algarve

City

Faro

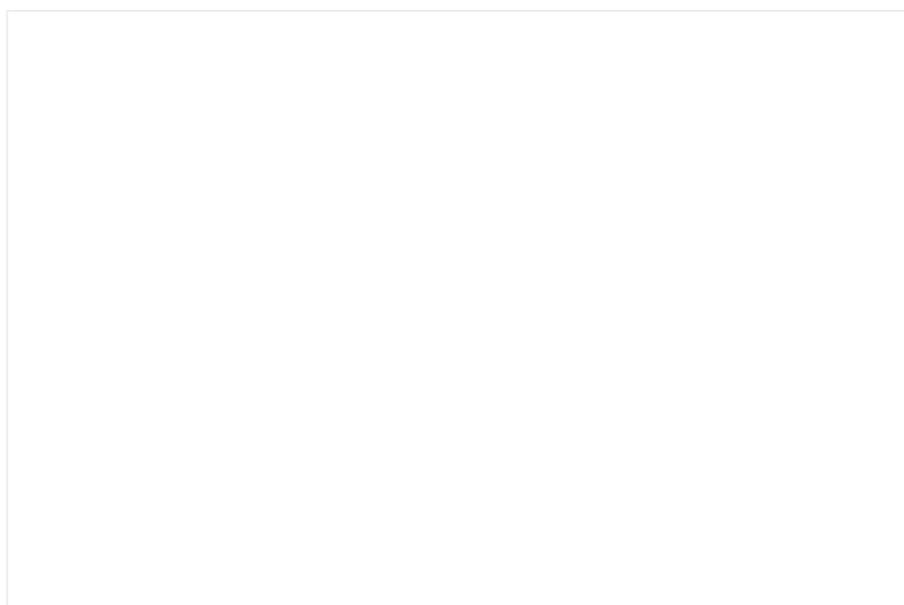
Postal Code

8005-139

Street

Campus da Penha - Estrada da Penha

Geofield



## Where to apply

Website

<https://www.ualg.pt/>

## Contact

State/Province

Algarve

City

Faro

Website

<http://www.ualg.pt>

Street

Campus da Penha - Estrada da Penha

Postal Code

8005-139

**E-Mail**

srhconcurso@ualg.pt

**Phone**

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