

Note: If any doubts or interpretation queries arise, the Portuguese version of this Public Notice published in the *Diário da República* shall prevail as reference.

CALL NOTICE

It is announced that for a period of thirty working days from the date of publication of this notice in *Diário da República*, an international call is open for the recruitment of 1 (one) Full Professor (*Professor Catedrático*), in the disciplinary area of Biochemistry and Human Biology, of the Faculty of Pharmacy, Universidade de Lisboa (henceforth abbreviated as FFUL), under the modality of public employment contract, and according to Articles 37 to 51, 61 and 62-A of the University Teaching Career Statutes, amended by Decree-Law No. 205/2009, of 31 August, subsequently amended by Law No. 8/2010, of 13 May (henceforth abbreviated as ECDU), and further applicable legislation, namely Dispatch No. 2307/2015, which published the General Regulations for Competitions for recruitment of full, associate and assistant professors at the Universidade de Lisboa, in *Diário da República*, 2nd series, No. 45, of 5 March (henceforth abbreviated as RegULisboa).

In addition to the roles and tasks to be performed in the disciplinary area of Biochemistry and Human Biology, the Full Professor to be hired is expected to carry out research activities at the FFUL R&D unit.

The Dispatch No. 373/2000, of 31 March, of the Minister for State Reform and Public Administration and the Minister for Equality, determines that the call must mention the following: *"In compliance with Article 9 (h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer entity, shall actively promote a policy of equal opportunities for men and women in regard to employment and professional development, taking scrupulous care to avoid any and all forms of discrimination"*.

In this sense, the terms "candidate", "selected", "recruited", "provided", "author", "teacher", among others that have referred to people applying to the call, are not used in this Notice to refer to gender.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempted from any duty on the grounds, in particular, of ancestry, age, sexual orientation, marital status, family situation, economic status, education, origin or social condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, or trade union membership.

In accordance with Articles 37 to 51 of the ECDU and other applicable legislation, and with the provisions of Article 8 of RegULisboa, the following provisions shall be applied:

I – Rector’s Order of Authorization

The opening of this call was authorized by the Rector’s legal order, dated 2nd of July of 2021, issued after confirming the existence of adequate budgetary appropriateness and that the position to be filled is planned and unoccupied in the teaching staff map of FFUL.

II – Workplace

Faculty of Pharmacy, Universidade de Lisboa, located at Av. Prof. Gama Pinto, 1649-003 Lisbon, Portugal.

III - Requirements for Admission and Criteria for Exclusion

III. 1 - Under the terms of Article 40 of ECDU, only those holding a Doctoral degree for more than five years prior to the closing date for the submission of applications, and holding the title of **Aggregate/Habilitation**, may be admitted to this call.

III.2 - Holders of academic degrees awarded by foreign higher education institutions must hold Doctoral degree recognition under the terms of Decree-Law 66/2018, of 16 August.

III. 3 – The recognition of the Doctoral degree referred to in the previous number must be obtained by the date of the deadline for the conclusion of the contract, if the candidate ranked in an eligible position has obtained the Doctoral degree abroad.

III.4 – Chapter VI of the RegULisboa shall apply in the fulfilment of the admission and exclusion requirements of candidates.

III.5 – Possession of good knowledge of written and spoken Portuguese. Candidates of foreign nationality, except those from Portuguese-speaking countries, should, when applying, submit a sworn statement that they will demonstrate, within one year of signing a contract, a level of knowledge of Portuguese (written and spoken) that will allow them to be assigned teaching duties, without any limitations in communicating in Portuguese with students.

III.6 – The fail to deliver any of the documents that must instruct the application, within the deadline of this Notice, determines its non-admission, which shall be subject to analysis and decision of the Director of the Faculty of Pharmacy prior to deliberation on absolute merit.

IV – Evaluation Criteria in Absolute Merit

Once the applications have been duly completed, the candidates will be admitted with absolute merit, in accordance with the provisions of Article 10 of RegULisboa.

IV.1 - Admission of candidates on absolute merit depends on the fulfilment of the following criteria, cumulatively:

- a) Ownership of a Doctorate degree and/or **Aggregate/Habilitation** in a field of knowledge and or specialty appropriate to the exercise of teaching functions in the disciplinary area for which the call was opened;
- b) Possession of a global *curriculum vitae* that the jury has reasonably considered to have scientific merit and research capacity and value of the pedagogical activity already developed, compatible with the subject area for which the call was opened and appropriate to the respective teaching category, with greater relevance in the time period starting from 1 January 2011;
- c) A minimum overall number of 50 publications (*Scopus*), at least 30 of which in Q1, in the disciplinary area in which the call is open;
- d) Presentation of a Scientific and Pedagogical Project that confirms the necessary capacity for the proper exercise of the functions of Full Professor in the disciplinary area of the call, and that is, fully and clearly supported by the previous work done by the candidate.

IV.2 - A candidate who is approved by an absolute majority of the voting members of the jury, in a justified nominal vote, in which no abstentions are admitted, is considered admissible.

IV.3 - The candidate who obtains the favorable vote of more than half of the voting members of the jury is considered approved in absolute merit.

V - Selection and Ranking Criteria in Relative Merit

Once the successful candidates have been identified in absolute merit, they will be evaluated and ranked in relative merit. The method of selection is that of curriculum evaluation, as provided for in Article 50 (6) of the ECDU, Article 5 (4) and Article 11 of the RegULisboa, and in the weighting parameters, their weighting and final valuation system indicated in this notice.

Each jury member assessment of the relative merit of candidates for ranking will be based on the weighted sum of the scores assigned to the assessment parameters on a scale of 0-100 (0 being the minimum and 100 the maximum).

The *curriculum* of those admitted in absolute merit is evaluated in the following aspects: scientific performance, pedagogical capacity and other activities, relevant to the mission of the higher education institution since 1 January 2011, as well as the scientific and pedagogical project, appropriate to the category of Full Professor. The evaluation components mentioned above must be compatible with the disciplinary area in which the call is opened, focusing on the biochemical mechanisms underlying pharmacokinetic and pharmacodynamic processes and/or subsequent to therapeutic and toxicological processes, therapeutic targets and

biomarkers for diagnosis, prognosis and response to therapy, mechanisms of action and/or pharmacology of bioactive molecules.

To the grading strands are assigned the following overall weighting:

- A. Pedagogical capacity - 30%;
- B. Scientific performance - 30%;
- C. Other activities relevant to the mission of the University - 15%;
- D. Scientific and pedagogical project - 25%.

In each of the grading strands, the following parameters will be evaluated, with their respective weighting:

A. Pedagogical capacity (30%)

In the Pedagogical Capacity grading strand, candidates will be evaluated taking into account essentially the following parameters:

- 1) Coordination and/or teaching of curricular units in the disciplinary area in which the call is opened: diversity, teaching practices and, if possible, the universe of students and the results of surveys on teaching activity (pedagogical);
- 2) Pedagogical materials: production and/or collaboration in the production of quality and diversified publications, computer applications, texts and materials of pedagogical and didactic scope;
- 3) Pedagogical innovation: promotion of new pedagogical initiatives, reasoned and coherent proposals for the creation and/or reformulation of curricular units, creation or reinforcement of laboratory infrastructures to support teaching (of experimental and/or computational nature), establishment or restructuring of groups of curricular units or study plans;
- 4) Supervision of doctoral, master and undergraduate students: number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final papers. Award-winning work and international recognition should be highlighted. Supervision, co-supervision or tutoring should be distinguished;
- 5) Other: relevant work and/or teaching experience carried out outside the academia in the disciplinary area in which the call is opened.

B. Scientific Performance (30%)

In the Scientific Performance grading strand, the candidates will be evaluated taking into account essentially the following parameters:

- 1) Scientific production: books and/or book chapters, articles in indexed peer reviewed journals and in conference proceedings, as author or co-author, characterized in terms of publication type, impact factor and number of citations. The quality of the selected publications should be taken into consideration;
- 2) Scientific projects: coordination and participation in scientific projects in competitive programmes, distinguishing national and international programmes. The ability to attract competitive funding and the challenges and results (scientific and/or technological and/or innovation) should be recognized;
- 3) Autonomy and leadership: coordination and participation in initiatives to create or strengthen laboratory infrastructures of experimental and/or computational nature, to support research. Coordination and leadership of research teams;
- 4) Peer recognition: awards from scientific societies or obtained in scientific meetings, editorial and evaluation activities in scientific journals, peer review activities (programmes, projects, grants, awards), coordination or participation in scientific events committees, invited lectures in scientific meetings or in other universities, membership of competitive admission scientific societies and other similar distinctions;
- 5) Innovation: authorship and co-authorship of patents, technologies, utility models and industrial designs, given attention to their nature, territorial scope, technological level and results obtained. A significant involvement in entrepreneurial initiatives should be emphasized.

C. Other Activities Relevant to the Mission of the University (15%)

Applicants will be assessed on the basis of their contribution to the mission of the Universidade de Lisboa, with particular relevance to the activities carried out under the mission of the Faculty of Pharmacy, by the following parameters:

- 1) Services resulting from R&D activity: participation in activities involving the economic system and/or business environment and/or the public sector (type of participation, size, diversity, technological content, innovation); participation and coordination of scientific and technological outreach initiatives within the scientific community (organization of congresses, conferences, etc.), the pre-university education system (students and teachers), the media, the general public, associations and external bodies, highlighting their nature, scientific and technological level, and results;
- 2) Institutional positions: individual positions in university management bodies (rectorships, school boards, etc.) or as a qualified representative in management bodies of entities of the scientific and technological system;

3) Positions and activities of scientific and/or academic nature: participation in collective bodies (Scientific Council, Pedagogical Council, etc.); individual management positions in departments, research units, course coordination, disciplinary areas, sections; positions and temporary tasks of scientific and/or pedagogical nature that have been assigned by the competent management bodies; participation in juries and evaluating committees;

4) Other positions: positions in scientific or professional organizations of national or international scope.

D. Scientific and Pedagogical Project (25%)

The scientific and pedagogical project must describe a research plan for a period of 3 to 5 years, framed in the career path of the applicant and showing its contribution to the scientific and pedagogical development within the mission of the FFUL;

The evaluation of the scientific and pedagogical project should take into account:

- (a) Its framework in the mission of the FFUL;
- b) Its contribution to the strategy of the R&D Unit at the FFUL;
- c) Its contribution to the pedagogical development of the subject area for which the call is opened.

The scientific and pedagogical project must contain a maximum of 25000 characters (including spaces).

VI - Preferential Parameters

A preferential parameter is the suitability of the *curriculum vitae* to the disciplinary area for which the call is opened, with special emphasis on the scientific production of the candidate in the last 10 years.

A preferential parameter is the contribution to the development and progress of the disciplinary area in which the call is opened, the candidate's curricular experience in specific areas of biochemistry and human biology, focused on the discovery of biochemical mechanisms underlying pharmacokinetic and pharmacodynamic processes and/or subsequent to therapeutic and toxicological processes, therapeutic targets and biomarkers for diagnosis, prognosis and response to therapy, mechanisms of action and/or pharmacology of bioactive molecules.

Preferential parameters will only be used in case of a tie in the individual ranking list of each Jury member, presented for voting.

VII. Ranking of Candidates

In the ranking of candidates in this call, each member of the jury creates a list of candidates in descending order of merit. The vote that each member of the jury casts must be based on this ranked list of candidates.

Pursuant to Article 20 of the Rules of Procedure, the jury initially votes for the 1st position, then for the 2nd position, and so on, until all the candidates admitted to the call and previously approved in absolute merit are ordered. In each vote, the jury's decisions are taken by absolute majority of votes.

After applying the evaluation and ranking criteria, the jury will draw up a unitary list that ranks the candidates.

VIII – Public Hearings

VIII.1 - In the first meeting the jury will deliberate on the need to hold public hearings of all candidates approved on absolute merit. The hearings are intended to clarify the contents of the documents presented by the candidates.

VIII.2 – In the need to hold public hearings, they will take place between the 20th and 50th days following the date of the jury meeting for admission in absolute merit of the candidates. The candidates will be informed of the date and place at which these public hearings will be held, with minimum advance notice of five days.

VIII.3 - Public hearings may be held by videoconference, and the jury shall ensure that they are held on equal terms for all candidates.

IX – Submission of Applications

Applications must be submitted exclusively electronically, to the e-mail address concursos@ff.ulisboa.pt.

X – Application Instruction

X.1- The application must, under penalty of exclusion from the call, be accompanied by the following documents, in pdf format (allowing for text copying but not editing):

a) Forms referred to in Article 33 of the Regulation, which shall include the pledge of honour of fulfilling the requirements for admission to the call provided for in the Notice and the Law, available at

<https://www.ff.ulisboa.pt/categoria/faculdade/recursos-humanos/recrutamento/#futuro>

b) *Curriculum vitae* (CV) containing all relevant information for evaluation, namely the activity developed in the different areas that, under the terms of article 4 of ECDU, integrate the set of functions to be performed by a Full Professor (*Professor Catedrático*). It should also include

the "Scopus Author Identifier" that allows the identification of the list of publications, the number of respective citations and the *h-index* according to this source, as well as a clear indication of the corresponding author. It should be structured in such a way as to make evident the activity carried out as of 1 January 2011. Whenever data on pedagogical surveys or school success indicators are included, they should be based on data made available by the institutions where the teaching service has been provided. The CV should include, at the beginning, a summary of the information considered most relevant by the candidate.

c) Publications/papers mentioned in the *Curriculum Vitae* by the applicant as most representative, up to a maximum of 5.

d) Scientific and pedagogical project that the candidate proposes to develop in the area for which call was opened, as defined in Chapter V of this Notice, containing a maximum of 25000 characters (including spaces);

e) Pledge of honour on being part of the R&D Unit at FFUL, in case of hiring; candidates may invoke time constraints or others;

f) Pledge of honour on improving proficiency in Portuguese, in case of hiring, under the terms of Chapter III.

g) Holders of Doctoral degrees obtained abroad whose diplomas do not indicate the field of knowledge or doctoral specialty must submit a document from the institution that conferred the degree stating this information.

Failure to comply with the deadline for submission of the application as well as failure to submit or late submission of the documents referred to in this point will result in exclusion from the call.

XI – Language

Documents supporting applications must be submitted in Portuguese or English.

XII – Composition of the Jury

Pursuant to the provisions of Articles 45 and 46 of the ECDU and Article 14 of the RegULisboa, the jury is composed of the following members:

Chairman: Rector of Universidade de Lisboa

Members:

- João António Nave Laranjinha, Full Professor, Faculty of Pharmacy, Universidade de Coimbra;

- Natércia Aurora Almeida Teixeira, Full Professor, Faculty of Pharmacy, Universidade do Porto;
- Maria João Lobo de Reis Madeira Crispim Romão, Full Professor, Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa;
- Dora Maria Tuna Oliveira Brites, Retired Coordinator Researcher, Faculty of Pharmacy, Universidade de Lisboa;
- Cecília Maria Pereira Rodrigues, Full Professor, Faculty of Pharmacy, Universidade de Lisboa.

Lisbon, 7th of July of 2021

The Dean, *Prof^a. Doutora Maria Beatriz Silva Lima*