

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

National and international applications are open by Faculdade de Farmácia da Universidade de Lisboa (FFUL), for a period of 30 (thirty) working days counted from the working day immediately following the publication of the Portuguese version of this notice in "*Diário da República*" for the recruitment procedure of 1 (one) Full Professor position at this Faculty in the disciplinary area of Pharmacological Sciences, to be hired under a contract of employment in public functions, as foreseen by Articles 37 to 51, 61 and 62-A of the University Teaching Career By-laws, amended by Decree-Law 205/2009, of August 31st, subsequently amended by Law 8/2010, of May 13th, hereinafter referred to as ECDU, and other applicable rules, namely, the General Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Lisbon, published by Rule 2307/2015, in *Diário da República*, 2nd Series, No. 45, of March 5th, hereinafter referred to as RegULisboa.

In addition to the functions expected to be performed in the disciplinary area of Pharmacological Sciences, the Full Professor to be hired under this recruitment procedure should develop research activities in the R&D unit of FFUL.

The joint order No. 373/2000, of March 31st, of the Minister of State Reform and Public Administration and the Minister for Equality, determines the obligation of announcing the following in relation to entry and access calls: *"In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equal gender opportunities in accessing employment and professional development, acting scrupulously to avoid any form of discrimination."* In this sense, the terms "candidate", "recruited", "professor" and other similar ones are not used in this notice to refer to the gender of people.

Likewise, no candidate shall be privileged, benefited, prejudiced, or deprived of any right or exempted from any duty based on ascendancy, age, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced capacity to work, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological beliefs or union membership.

In compliance with Articles 37 to 51 from ECDU and other applicable legislation, and with the article 8.o of the RegULisboa, the following provisions must be followed:

### I – Authorisation order

The opening of this recruitment procedure was authorized by the University of Lisbon Rector's Order, dated 2<sup>nd</sup> of July of 2021, issued after the confirmation of the existence of adequate budget provision and after the confirmation that the position currently open for recruitment is foreseen and not occupied in the FFUL teaching staff list.

## 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 - In compliance with Article 40 of ECDU, applicants may only be admitted if holding a doctoral degree for more than five years (counted from the limit date for applications), and holding the **Aggregation/ habilitation** title as well.

III.2 - The holders of academic degrees awarded by foreign higher education institutions must hold a formal recognition of the doctoral degree in accordance with Decree-Law no. 66/2018, from August 16th.

III. 3 – The recognition of the doctorate degree, in accordance with Decree-Law no. 66/2018, from August 16th, must be obtained up to the date of the contract agreement is signed if the candidate is ranked in the eligible position and has obtained a doctorate abroad.

III.4 – In accordance with Chapter VI of the RegULisboa, these rules are applied regarding the confirmation and fulfilment of the admission and exclusion requirements of candidates.

III.5 – Advanced proficiency in spoken and written Portuguese is required. Candidates of foreign nationality, except candidates from countries with Portuguese as an official language, must be proficient in Portuguese language. In the application phase a declaration of honor may be provided to confirm that within one year of the potential celebration of a contract, the candidate will show proficiency in Portuguese both spoken and written that allows the distribution of teaching service and allows no constraints in the communication in Portuguese with students.

III.6 – Failure to submit any of the documents that are needed to instruct the application, within the foreseen deadline, determines the non-admission and outset of the candidate, which is subject of analysis and decision of the Director of FFUL prior to the Jury's deliberation on absolute merit of the candidates.

## IV – Evaluation Criteria in Absolute Merit

If applications are duly instructed, the admission on absolute merit of the candidates will be carried out in accordance with the provisions of Article 10 of the RegULisboa.

IV.1 - The admission of candidates, based on absolute merit, will cumulatively depend on:

- a) The field of knowledge and/or specialty in which both the doctoral degree of a candidate was awarded and the habilitation that the candidate holds were granted, to show how the candidate has an appropriate academic training for the exercise of teaching functions in the disciplinary area for which the recruitment/competition was opened.
- b) The possession of a global *curriculum* that the jury considers as revealing scientific merit, along with research capacity and value of the pedagogical activity already developed, all

compatible with the disciplinary area in which the competition is opened, and appropriate to the category of Full Professor, with greater relevance given to the period from the 1<sup>st</sup> of January 2011 onwards.

- c) On a minimum overall number of 50 *Scopus* indexed publications, of which at least 30 in Q1, in disciplinary areas relevant to the area in which the competition is opened.
- d) On the Scientific and Pedagogical Project elaborated by the candidate not presenting serious insufficiencies or inaccuracies showing that the candidate does not gather the necessary capacity for the proper exercise of the functions of Full Professor in the disciplinary area open for recruitment/competition, or if such project is not supported by the previous work of the candidate.

IV.2 - The Jury shall decide on the approval or rejection on absolute merit of candidates, by justified roll-call vote where abstentions are not allowed.

IV.3 - A candidate who obtains a favorable vote from more than half of the voting members shall be considered approved on absolute merit.

#### **V - Selection and Ranking Criteria in Relative Merit**

Once candidates are definitively identified and successfully approved based on absolute merit, they're ordered based on their relative merit, considering the seriation criteria, the respective weighting of criteria and final assessment system identified and described below, in accordance with the provisions of Article 50 of the ECDU, Article 5 and Article 11 of RegULisboa.

The evaluation of candidates' relative merit for their ranking will be based on a weighted sum of points in a scale 0-100 (being 0 the minimum and 100 the maximum), according to the evaluation parameters discriminated below.

The evaluation parameters consider the Pedagogical Capacity, the Scientific Performance, and Other Activities with relevance to the mission of the University, developed since the 1<sup>st</sup> of January 2011, as well as the Scientific and Pedagogical Project. These evaluation components should be compatible with the disciplinary area where this recruitment is open and should be focused on the scientific domains of evaluation of the efficacy and safety of medicinal products and health products, orphan medicinal products, advanced therapies, regulatory affairs and efficacy or safety of medicinal products and health products, and overall appropriate to the category of Full Professor.

Each Component is assigned the following overall weighting allocation:

- A) Pedagogical Capacity Component - 40%;
- B) Scientific Performance Component - 30%;
- C) Other Activities Relevant to the Mission of the University - 10%;
- D) Merit of the Scientific and Pedagogical Project that the candidate proposes to develop - 20%.

The following parameters will be assessed in each component:

### **A. Pedagogical Capacity Component (40%)**

In this component, candidates are assessed considering the following parameters:

- a) National and international teaching experience in the disciplinary area in which the competition is opened, being particularly valued the experience in various levels of education - 1st, 2nd and 3rd cycles, with emphasis on cycles of study of Pharmaceutical Sciences and participation in the teaching team of doctoral programs;
- b) Student supervision/mentoring activities, particularly valuing the experience of orientation of doctoral and master's thesis;
- c) Participation in doctoral or master's juries, valuing particularly the role of principal assessor in the assessment panel or jury;
- d) Innovation activities and quality of teaching, including initiatives to improve teaching and learning processes, evaluation of the quality of teaching, organization of new courses or curricular units and restructuring of study plans or curricular units, as well as participation in pedagogical training actions.

### **B. Scientific Performance Component (30%)**

These activities must be related to the disciplinary area in which the competition is opened, and centered on the domains referred to in the preamble to Chapter V, candidates will be assessed considering the following parameters:

- a) Scientific production (books, book chapters, articles in international journals indexed and with scientific arbitration), translated into the number and impact factor of the journal (*Web of Knowledge*), position of the author (single author, first or last author, or corresponding author);
- b) Coordination and participation in research projects in the disciplinary area in which the competition is opened; international and national funding obtained for research projects in which the candidate participates;
- c) Intervention in the scientific community, including participation as speaker in international and national conferences, conferences and seminars; panel communications at international and national congresses, conferences and seminars; organization of congresses, conferences and seminars; member of the editorial board and reviewer of international scientific journals; participation in evaluation committees; member of professional/scientific associations;
- d) Scientific awards, scholarships and distinctions;
- e) Knowledge transfer and integration into national and international research networks, including the publication of patents.

### **C. Other Activities Relevant to the Mission of the University (10%)**

Candidates will be evaluated based on their contribution to the mission of the higher education institution, by the following parameters and valuing the activities related to the disciplinary area of the competition, centered on the domains described above:

- a) the exercise of academic positions and functions, including academic management bodies, coordination activities and participation in academic and scientific committees;
- b) Community service activities, within the institution or in collaboration with other institutions; dissemination activities and other relevant university extension activities.

## **D. Scientific and Pedagogical Project (20%)**

In this component, candidates are evaluated by the potential contribution of the document submitted to the scientific and pedagogical development of the disciplinary area for which the competition is opened, centered in the domains described above, in the context of the mission of the Faculty of Pharmacy of the University of Lisbon. The scientific and pedagogical project must contain a maximum of 25000 characters (including spaces).

## **VI – Preferential Parameters**

It is a preferred parameter the adequacy of the *curriculum vitae* to the disciplinary area of the competition, giving special emphasis to the scientific production of the candidate in the last 10 years.

It is a preferred parameter the contribution to the development and evolution of the disciplinary area in which the competition is open, the candidate's curricular richness in the scientific domains of evaluation of the efficacy and safety of medicines and health products, orphan medicinal products, advanced therapies, regulatory affairs and efficacy or safety of medicines and health products.

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

## **VII. Ranking of Candidates**

In the ranking of competing candidates, each member of the Jury will rank the candidates in descending order of their merits, and it is based on their own ordered list of candidates that each member of the jury participates in the voting.

Pursuant to Article 20 of the RegULisboa, the Jury initially votes for the first place, then for the second place and so on, until the completing the ranking of all candidates admitted to the competition and previously approved on absolute merit. In each vote, the Jury's decisions are taken by an absolute majority of the votes.

Once the selection and seriation criteria have been applied, the Jury shall draw up a unitary list of candidates in the final ranking order.

## **VIII – Public Hearings**

VIII.1 - Whenever deemed necessary, the Jury may decide, at its 1st meeting, to hold public hearings, on an equal basis, for all candidates approved on absolute merit, to clarify issues related to the documents submitted by the candidates.

VIII.2. - If these public hearings are necessary, they will take place between the 20th and 50th days following the date of the jury meeting for admission on absolute merit of the candidates, and the candidates will be informed, at least five days in advance, of the date and place where such public hearings will take place.

VIII.3 - In public hearings, both candidates and members of the jury may participate by videoconference.

## IX – Submission of Applications

Applications should be submitted exclusively by electronic means to the e-mail [concursos@ff.ulisboa.pt](mailto:concursos@ff.ulisboa.pt).

### X – Application Instruction

X.1- The application must, under penalty of exclusion from the competition, be compulsorily instructed or submitted with the following documents, in pdf format (allowing copying of text, but not editing):

a) Forms referred to in Article 33 of the RegULisboa, including the declaration of compliance with the requirements for admission to the competition provided for in the Notice and The Law, available in

[https://www.ff.ulisboa.pt/categoria/faculdade/human resources/recruitment/#futuro](https://www.ff.ulisboa.pt/categoria/faculdade/human%20resources/recruitment/#futuro) to be signed under commitment of honor.

b) The Applicant's curriculum *vitae* (CV), describing the activity carried out in the different strands which, in accordance with Article 4 of the ECDU, constitute the set of functions to be performed by a Full Professor, and structured in accordance with the terms defined in this Public Notice, in order to facilitate the identification of its different elements, as well as its relationship with the various components and their evaluation parameters, and shall also include the "*Scopus Author Identifier*" to identify the list of publications, the respective number of citations and the *h-index* according to this source. It should also be organised in such a way as to make evident the activity carried out from 1<sup>st</sup> of January 2011. Where data on pedagogical surveys or indicators of teaching success are included, these shall be based on data made available by the institutions in which the teaching experience has been gathered. The CV shall include, at the beginning, a summary of the information considered to be most relevant by the Applicant.

c) Copies of publications which the candidate considers most representative, up to a maximum of five;

d) Scientific and pedagogical project as defined in Chapter V, containing a maximum of 25000 characters (including spaces);

e) Declaration, under commitment of honor, to integrate FFUL R&D Unit, in case of hiring, and candidates may invoke time or other constraints;

f) Declaration, under commitment of honor, to improve proficiency in Portuguese, in case of contracting, pursuant to Chapter III;

g) Holders of a doctoral degree obtained abroad whose diplomas do not indicate the area of knowledge or doctoral specialty shall provide a document of the institution conferring the degree in which this information is included.

Failure to comply within the time limit set for the submission of the application, as well as the failure to submit, or submission outside the time limit, of the documents referred to in this Chapter, shall determine the exclusion from the completion.

### **XI – Language**

The Documents part of this application must be submitted in Portuguese or English.

### **XII – Composition of the Jury**

In compliance with Articles 45 and 46 of the ECDU and in article 14 of the RegULisboa, the selection panel or Jury is composed by the following members:

Chairman: Rector of the University of Lisbon

Members:

- Professor José Augusto Guimarães Morais, Emeritus Professor, Faculdade de Farmácia da Universidade de Lisboa.
- Professor Maria Beatriz da Silva Lima, Full Professor, Faculdade de Farmácia da Universidade de Lisboa;
- Professor Félix Dias Carvalho, Full Professor, Faculdade de Farmácia da Universidade do Porto.
- Professor Carlos Alberto Fontes Ribeiro, Full Professor, Faculdade de Medicina da Universidade de Coimbra.
- Professor Patrício Manuel Vieira Araújo Soares da Silva, Full Professor, Faculdade de Medicina da Universidade do Porto.

Lisbon, 7th of July of 2021

The Dean, *Professor Maria Beatriz Silva Lima*