

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) Assistant Professor, in the disciplinary area of Toxicological and Bromatological Sciences, 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*, 2<sup>nd</sup> series, No. 45, of 5 March (henceforth abbreviated as RegULisboa).

The recruited person will sign an employment contract in public functions for an indefinite period, in the category for which this competition was opened, with an experimental period of five years.

In addition to the roles and tasks to be performed in the disciplinary area of Toxicological and Bromatological Sciences, the Assistant Professor to be hired is expected to carry out research activities at the FFUL R&D unit.

The legal order no. 373/2000, of 31<sup>st</sup> March, of the Minister of State Reform and Public Administration and Minister for Equality determines that the call shall mention the following: *“In compliance with Article 9 (h) of the Constitution of the Portuguese Republic, the Public Services, as an employer entity, should promote and support equal opportunities for women and men in regard to employment and professional development, preventing all forms of discrimination”*. In this sense, the terms ‘candidate’, ‘recruited’, ‘teacher’, and the like, are not used in this notice to refer to gender.

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

In accordance with Articles 38 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 2<sup>nd</sup> 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**

The workplace is located at the Faculty of Pharmacy, University of Lisbon, Avenida Prof. Gama Pinto, 1649-003 Lisboa.

### **III. Requirements for Admission**

- III.1 - Under the terms of Article 41-Aº of the ECDU, only those who have held a Doctorate degree 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<sup>th</sup> August, until the deadline for the conclusion of the contract.
- III.3 - The recognition of the doctoral degree referred to in the previous number must be obtained by the end of the period granted for the conclusion of the contract, if the candidate ordained in an eligible place has obtained a doctoral degree abroad.
- III.4 – Chapter VI of the Regulation 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 Dean 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 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 10 publications (*Scopus*), at least 5 in Q1, in the disciplinary area in which the call is open;
- d) The Scientific and Pedagogical Project prepared by the candidate, does not present serious insufficiencies or inaccuracies that show that it does not have the necessary capacity for the proper exercise of the functions of Assistant Professor in the disciplinary area of the competition, or is not supported by the candidate's previous work.

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 manages to obtain a favorable vote from more than half of the voting jury members 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's 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 and 100 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 Assistant Professor. The evaluation components mentioned above must be compatible with the disciplinary area in which the call is opened, focusing on the domains of analytical chemistry and bioinorganic chemistry, therapeutic strategies arising from the elucidation of toxicity mechanisms, innovative therapeutic strategies, selection, implementation and optimization of analytical methodologies, experimental and computational chemical-biological technologies, and suitable for the category of Assistant Professor.

To the grading strands are assigned the following overall weighting:

- A. Pedagogical capacity - 15%;
- B. Scientific performance - 55%;
- C. Other activities relevant to the mission of the University - 5%;
- 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 (15%)**

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

- 1) 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);
- 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 (55%)**

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 programs, distinguishing national and international programs. 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;
- 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 (5%)**

This strand is divided into the following parameters:

- 1) Services resulting from the R&D activity: participation in activities involving the economic system and/or business environment and/or the public sector (type of participation, dimension, diversity, technological intensity, innovation); participation

and coordination of scientific and technological outreach initiatives with the scientific community (organisation of congresses, conferences, etc.), the pre-university education system (students and teachers), the media, the general public, associations and external entities, highlighting its nature, scientific and technological level, and results;

2) 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;

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

#### **D. Scientific and Pedagogical Project (25%)**

In the scientific and pedagogical project, the candidate must describe his 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.

The 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 the fields of analytical chemistry and bioinorganic chemistry applied to the subject area of Toxicological and Bromatological Sciences. Its intervention in the following preferential domains directed to the disciplinary area of the competition should also be valued: therapeutic strategies resulting from the elucidation of the mechanisms of

toxicity; innovative therapeutic strategies; selection, implementation and optimization of analytical methodologies; experimental and computational chemical-biological technologies.

The 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 issues related to the documents presented by the candidates.

VIII.2 – In the need to hold public hearings, they will take place between the 20<sup>th</sup> and 50<sup>th</sup> 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 should be delivered Applications must be submitted exclusively by electronic means, to the email: [concursos@ff.ulisboa.pt](mailto: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 Assistant Professor (*Professor Auxiliar*). 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.

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, Article 14 of the RegULisboa, the jury is composed of the following members:

Chairman: Rector of the University of Lisbon.

Members:

Lígia Maria Ribeiro Pires Salgueiro da Silva Couto, Full Professor, Faculdade de Farmácia, Universidade de Coimbra;

Doutora Maria da Conceição Branco da Silva, Full Professor, Faculdade de Farmácia da Universidade do Porto;

Fernando Manuel Gomes Remião, Associate Professor with habilitation, Faculdade de Farmácia da Universidade do Porto;

Matilde da Luz dos Santos Duque da Fonseca e Castro, Full Professor, Faculdade de Farmácia da Universidade de Lisboa;

Rui Ferreira Alves Moreira, Full Professor, Faculdade de Farmácia da Universidade de Lisboa.

Lisbon, 7th of July of 2021

The Dean, *Prof<sup>a</sup>. Doutora Maria Beatriz Silva Lima*