

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) Assistant 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.

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

In addition to the functions expected to be performed in the disciplinary area of Pharmacological Sciences, the Assistant 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.o to 51.o from ECDU and other applicable legislation, and with the article 8.o of the Regulations, the following provisions must be followed:

### **I – Rector’s Order of Authorization**

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<sup>o</sup> of ECDU, applicants may only be admitted if holding a doctoral degree.

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 constrains 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 the doctoral degree of a candidate was awarded, to show 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 Assistant Professor, with greater relevance given to the post-doctoral period;
- c) On a minimum overall number of 10 *Scopus* indexed publications, of which at least 5 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 Assistant 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 domain of Human Physiology and Pathophysiology, with emphasis on the area of microcirculation and translation methodologies in vitro/in vivo and in vivo/animal or human, appropriate to the category of Assistant Professor.

Each Component is assigned the following overall weighting allocation:

- A) Pedagogical Capacity Component - 40%;
- B) Scientific Performance Component - 45%;
- C) Other Activities Relevant to the Mission of the University - 3%;
- D) Merit of the Scientific and Pedagogical Project that the candidate proposes to develop - 12%.

The following parameters will be assessed in each component:

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

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

- 1) Teaching experience or coordination in curricular units from the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> cycles in the disciplinary area and domains in which the competition is opened;
- 2) Pedagogical publications in prestigious journals or international conferences;
- 3) Participation in doctoral or master's juries, valuing particularly the role of principal assessor in the assessment panel or jury.

#### **B. Scientific Performance Component (45%)**

These activities must be related to the disciplinary area and domain in which the competition is opened, and candidates will be assessed considering their qualitative and quantitative contribution for the development and evolution of the disciplinary area and domain, in the following parameters:

- 1) Relevant academic and scientific training;
- 2) Scientific production (books, book chapters, articles in international journals indexed and with scientific arbitration), translated into the number and impact factor of the journal considering the years that have passed since the granting of the doctoral degree;
- 3) Coordination and/or participation in research projects in the disciplinary area in which the competition is opened centered in the above mention domain;

- 4) Coordination of academic work, master and doctoral thesis in the disciplinary area where the competition is open, centered in the above mention domain;
- 5) Knowledge transfer and integration into national and international research networks, including the publication of patents, in the disciplinary area where the competition is open, centered in the above mention domain;
- 6) f) Intervention in the scientific and professional community, including training actions, participation as a speaker in international and national congresses, conferences and seminars; oral communications, *workshops and* posters at congresses, international and national conferences and seminars; organization of congresses, conferences and seminars; reviewer of scientific journals, participation in evaluation committees; member of professional/scientific associations;
- 7) Scientific awards, scholarships and distinctions;

### **C. Other Activities Relevant to the Mission of the University (3%)**

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:

- 1) the exercise of academic positions and functions, including academic management bodies, coordination activities and participation in academic and scientific committees;
- 2) 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 (12%)**

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

### **VI – Preferred Parameters**

It is a preferred parameter the adequacy of the *curriculum vitae* to the disciplinary area of the competition, giving special emphasis to the post-doctoral developed activities

It is a preferred parameter the contribution of the candidate's curricular richness in the disciplinary area of Pharmacological Sciences in the specific domain of Human Physiology and Pathophysiology, with emphasis on the area of microcirculation and translation methodologies *in vitro/in vivo* and *in vivo/animal* or human.

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 an Assistant 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 in the post-doctoral period. 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.

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 Maria Margarida Duarte Ramos Caramona, Jubilated Full Professor, Faculdade de Farmácia da Universidade de Coimbra.
- Professor Miguel Castelo Branco Craveiro de Sousa, Full Professor, Faculdade de Ciências da Saúde da Universidade da Beira Interior
- Professor Jorge Manuel Moreira Gonçalves, Full Professor, Faculdade de Farmácia da Universidade do Porto.

Lisbon, 7th of July of 2021

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