

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.

PUBLIC NOTICE NO. 1620/2023, *Diário da República*, 31st of August 2023
(International application call for recruitment of 1 (one) Assistant Professor in the disciplinary area of Pharmaceutical Microbiology and Immunology)

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 Pharmaceutical Microbiology and Immunology, 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).

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 Pharmaceutical Microbiology and Immunology, 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 31st 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 2nd of August of 2023, 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-A° 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 16th 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 during the post-doctoral training;
- c) A minimum overall number of 20 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 mycology and infection, and suitable for the category of Assistant Professor.

To the grading strands are assigned the following overall weighting:

A. Scientific performance - 50%;

B. Pedagogical capacity - 20%;

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. Scientific Performance (50%)

In the Scientific Performance grading strand, the candidates will be evaluated taking into account essentially the following parameters, focusing on Mycology and Infection:

1. Academic and scientific training considered relevant;.
2. Scientific output (books, book chapters, publications of articles in international journals with scientific peer-review), translated into the number, type, and impact, taking into account the number of years since obtaining the doctoral degree;.
3. Participation and/or coordination in research projects in the disciplinary area in which the competition is opened;.
4. Supervision of academic work: doctoral theses and master's dissertations, in the disciplinary area in which the competition is opened;
5. Involvement in the scientific and professional community, including training activities, participation as a speaker in international and national congresses, conferences, and seminars; oral communications, workshops, and posters in international and national congresses, conferences, and seminars; organization of congresses, conferences, and seminars; reviewer of scientific journals, participation in evaluation committees; member of professional/scientific associations;
6. Scientific awards, scholarships, and distinctions.

B. Pedagogical Capacity (20%)

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, focusing on Mycology and Infection;

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. 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;

C. Other Activities Relevant to the Mission of the University (5%)

This strand is divided into the following parameters:

Candidates are assessed based on their contribution to the mission of the higher education institution, with particular relevance to the activities carried out within the mission of the respective Organizational Unit, by the following parameters and valuing activities related to the disciplinary area in which the competition is opened;

1. 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 scope of the Institution or in collaboration with other institutions; scientific dissemination activities and other relevant university extension activities.

D. Scientific and Pedagogic Project (25%)

Candidates are assessed by the potential contribution of the submitted document to the scientific and pedagogic development of the disciplinary area in which the competition is opened. The assessment of the Scientific and Pedagogic Project should take into account, namely:

1. Its alignment with the mission of FFUL;
2. Its contribution to the strategy of the FFUL's Research & Development Unit;

3. Its contribution to the pedagogic development of the disciplinary area in the competition.

The Scientific and Pedagogic Project must contain a maximum of 10 A4 pages, in Times New Roman font, size 12, single-spaced, with 2.5 cm margins.

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 during the post-doctoral training.

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 Mycology and Infection. Its intervention in the following preferential domains directed to the disciplinary area of the competition should also be valued: Diagnosis in clinical mycology, research on filamentous fungi of importance to human health.

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.

VII.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.

VII.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 via email to the address concursos@ff.ulisboa.pt, mandatorily through the FCCN Filesender portal, available at the address: <https://filesender.fccn.pt/?s=upload> until 24:00 hours on the last day of the deadline for submission of applications.

For security and privacy reasons, no file deliveries will be accepted through any other platforms.

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.

X.2 — Failure to comply with the deadline set for the submission of the application, as well as the failure to submit or the submission after the deadline of the documents referred to in this point, result in exclusion from the recruitment process.

XI - Language

Documents supporting applications must be submitted in Portuguese or English.

VIII. 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;

Doutor Nelson Manuel Viana da Silva Lima, Professor Catedrático do Instituto de Educação da Universidade do Minho;

Doutor Celso Vladimiro Ferreira de Abreu Cunha, Professor Associado com Agregação, Instituto de Higiene e Medicina Tropical da Universidade Nova de Lisboa;

Doutora Gabriela Conceição Duarte Jorge da Silva, Professora Associada da Faculdade de Farmácia da Universidade de Coimbra;

Doutor João Manuel Braz Gonçalves, Professor Catedrático da Faculdade de Farmácia da Universidade de Lisboa;

Doutora Madalena Maria Vilela Pimentel, Professora Associada com Agregação da Faculdade de Farmácia da Universidade de Lisboa.

Faculty of Pharmacy, University of Lisbon, 11th August 2023.

Director, *Professor Maria Beatriz da Silva Lima*