

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. 1622/2023, *Diário da República*, 31st of August 2023
(International application call for recruitment of 1 (one) Assistant Professor in
disciplinary area of Pharmaceutical Molecular Toxicology)**

National and international applications are open by Faculdade de Farmácia da Universidade de Lisboa (abbreviated as 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 Pharmaceutical Molecular Toxicology, 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 Universidade de Lisboa (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 Pharmaceutical Molecular Toxicology, the Assistant Professor to be hired under this recruitment procedure shall develop future 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 Regulations, 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 of august of 2023, 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

Faculdade de Farmácia da Universidade de Lisboa, located at Av. Prof. Gama Pinto, 1649-003 Lisboa.

III Requirements for Admission

III. 1 - In compliance with article 41º-Aº 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, 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 assignment of the teaching service without any 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 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 – Admission requirements based on 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 speciality in which the doctoral degree of a candidate was awarded, showing an appropriate academic training for the exercise of teaching functions in the disciplinary area for which the recruitment/competition was opened.
- b) 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 in the period starting from 1st January 2013.
- c) A minimum overall number of 15 *Scopus* indexed publications, of which at least 5 in Q1, in disciplinary areas relevant to the area in which the competition is opened.
- d) The Scientific and Pedagogical Project submitted 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 - Evaluation and seriation parameters on relative merit, their weigh and final valuation system

Once the candidates have been definitively identified, the successfully approved ones based on absolute merit are 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 the No. 6 of Article 50 of the ECDU, No 4 of 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 1st of January 2013, 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 Pharmaceutical Molecular Toxicology, focused on the investigation of molecular mechanisms of toxicity induced by xenobiotics, including drugs and on the development of emerging *in vitro* methodologies that contribute to the development of personalized and predictive toxicology in the pharmaceutical context, suitable for the category of Assistant Professor.

The following overall weighting allocation is assigned for each component:

- A) Pedagogical Capacity Component - 25%;
- B) Scientific Performance Component - 45%;
- C) Other Activities Relevant to the Mission of the University - 5%;
- D) Merit of the Scientific and Pedagogical Project that the candidate proposes to develop - 25%.

The following parameters will be assessed in each component:

A. Pedagogical Capacity Component (25%)

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

- a) Teaching and/or coordination of curricular units related with the disciplinary area in which the competition is opened: diversity, pedagogical practices, and, if possible, the mention of the universe of students and results of pedagogical surveys on teaching activity;
- b) Pedagogical materials: Quality and diversity of publications, computer applications, texts and materials of pedagogical and didactic scope that the candidate has made/prepared or in which participated in its realization/preparation.

- c) 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 pedagogic activity;
- d) Orientation: experience of supervision or co-supervision of PhD, Master's and Bachelor's students: number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course work. Award-winning works and international recognition should be taken into account;
- e) Other: relevant work and/or professional experience, carried out outside the academic environment in the disciplinary area of the competition.

B. Scientific Performance Component (45%)

This component comprises the following parameters:

- a) Scientific publications: books and/or book chapters, articles in scientific journals and in conference proceedings, such as author or co-author, characterized in terms of type of publication, impact factor and number of citations. The quality of selected publications should be taken into account;
- b) 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 highlighted.
- c) Autonomy and leadership: coordination and participation in initiatives to create or strengthen laboratory infrastructures of experimental nature to support research;
- d) Peer recognition: awards from scientific societies or obtained at scientific meetings, editorial and evaluation activities in scientific journals, evaluation activities by peers (programs, projects, fellowships, awards), coordination or participation in program committees of scientific events, lectures as a guest at scientific meetings or in universities, participation as a member of scientific societies of competitive admission and other similar distinctions;
- e) Innovation: authorship and co-authorship of patents, technologies, utility models and industrial designs. Their nature, territorial scope, technological level and results should be highlighted obtained, as well as business initiatives of the candidates or with significant participation.

C. Other Activities Relevant to the Mission of Higher Education Institution (5%)

This component comprises the following parameters:

- a) 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, size, diversity, technological intensity, innovation); participation and coordination of initiatives to disseminate science and technology to the scientific community and the public in the pre-university education system (students and teachers), the media, the general public, associations and external entities, highlighting their nature, scientific and technological intensity, and results;
- b) Positions and performances of a scientific and/or academic nature: participation in collective or individual management positions in departments, research units; positions and temporary tasks of a scientific and/or pedagogical nature that have been assigned by the competent management entities; participation in collective panels for the evaluation of applications to scientific programs, juries for academic exams, competitions juries, among others;
- c) Other positions: positions in national or international scientific or professional organizations.

D. Scientific and Pedagogical Project (25%)

In the scientific and pedagogical project, the candidate must describe its research plan for a time period of 3 to 5 years, framing it within its career path and showing its relevance to FFUL, namely in the scientific and pedagogical field.

The evaluation of the scientific and pedagogical project must take into account, in particular:

- a) its framework in the mission of FFUL;
- b) its contribution to the strategy of the FFUL R&D Unit;
- c) its contribution to the development of the disciplinary area in competition.

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

VI - Public Hearings

- a) The Jury will decide whether it is necessary to hold public hearings of all the candidates who have been successful on absolute merit and which are intended exclusively for the purpose of clarify what is contained in the documents submitted by the candidates, in accordance with No. 4 b) of Article 50 ECDU.
- b) The public hearing will take place between the 20th and 50th days following the date of the selection board meeting to admit candidates on absolute merit, and the candidates will be informed at least five days in advance of the date and place where these public hearings will take place;
- c) At the public hearings, both candidates and members of the Jury may participate by videoconference.

VII – 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 scientific production in the last 10 years.

It is a preferred parameter the contribution of the candidate's curriculum value in interactions of the toxicity processes and their consequences, allowing the elucidation of the molecular, biochemical and cellular mechanisms induced by xenobiotic and/or endobiotic compounds, and the development of emerging in vitro methodologies that contribute to the development of personalized and predictive toxicology in the pharmaceutical context.

The preferred parameters will only be used in the event of a tie in the ranking list of each member of the Jury, presented for a vote.

VIII. Ranking List of Candidates

When ranking the candidates for the competition, each member of the jury ranks the candidates in descending order of their merit, and it is on the basis of their own ordered list of candidates that each member of the jury participates in the voting.

Under the terms of Article 20 of the RegULisboa, the Jury initially votes for the first place, then for the second place and so on, until all the candidates admitted to the competition and previously approved on absolute merit have been ranked in order. In each vote, the Jury's decisions are taken by an absolute majority of 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.

IX – Submission of Applications

Applications must be submitted exclusively by electronic means to the address of e-mail concursos@ff.ulisboa.pt, mandatorily through the FCCN Filesender portal, available at:

<https://filesender.fccn.pt/?s=upload> until 24h00 hours of the last day of the deadline for submission of applications.

For security and privacy information, deliveries of files through any other platforms will not be accepted.

X – Documents required for submission of applications

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/recursos-humanos/reclutamento/#futuro> be signed under commitment of honor;
- b) The candidate's curriculum *vitae* (CV), describing the activity carried out in the different components 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 organized in such a way as to make evident the activity carried out from January 1, 2013. Where data on pedagogical surveys or indicators of teaching success are included, these should 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 the case of hiring, being possible for the candidates to 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.

X.2. 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, determine the exclusion from the completion.

XI – Language

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

XII – Selection Panel or 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:

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

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

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

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

Nuno Filipe da Rocha Guerreiro de Oliveira, Associate Professor with Habilitation, Faculdade de Farmácia da Universidade de Lisboa.

11 august 2023

Diretor, *Professor Maria Beatriz Silva Lima*