



Faculty of Pharmacy of the University of Lisbon

**Notice no. 1360/2024**

International competitive selection procedure for the recruitment of an Assistant Professor in the disciplinary area of Pharmaceutical Microbiology and Immunology of the Department of Pharmacy, Pharmacology and Health Technologies of the Faculty of Pharmacy of the University of Lisbon.

The Faculty of Pharmacy of the University of Lisbon, hereinafter referred to as FFUL, hereby announces the opening of a competitive selection procedure for a period of 30 working days as of the working day following the publication of this Notice in the *Diário da República* [Official Gazette], for the recruitment, under a public employment contract, of 1 (one) Assistant Professor in the disciplinary area of Pharmaceutical Microbiology and Immunology of the Department of Pharmacy, Pharmacology and Health Technologies of the Faculty of Pharmacy of the University of Lisbon, pursuant to Articles 37 to 51, 61 and 62-A, of the *Estatuto da Carreira Docente Universitária* [University Teacher Career Statute], re-published by Decree-Law No. 205/2009, of August 31, and amended by Law No. 8/2010, of May 13 (hereinafter referred to as ECDU), and other applicable legislation, namely Order No. 2307/2015, publishing the *Regulamento Geral de Concursos* [General Regulations of Selection Procedures] for the recruitment of full, associate, and assistant professors of the University of Lisbon, in the *Diário da República*, 2nd series, No. 45, of March 5 (hereinafter referred to as Regulations).

In addition to the duties to be performed in the disciplinary area of Pharmaceutical Microbiology and Immunology, the hired Assistant Professor must develop research activities in the R&D unit of FFUL.

The selected candidate shall enter into a public employment contract for an indefinite period, in the category for which this selection procedure was announced, with a probationary period of five years. This selection procedure, which complies with the provisions laid down in Article 6(5) of Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, is intended for PhD holders with high potential and research capacity who are seeking to pursue a career in scientific research.

In compliance with Article 9(h) of the Constitution of the Portuguese Republic, Public Administration, as an employing entity, actively promotes a policy of equal gender opportunities in accessing employment and professional development, acting scrupulously to prevent any form of discrimination, in accordance with Joint Order No. 373/2000, of March 31, issued by the Minister of State Reform and Public Administration and the Minister for Equality.

Thus, terms that reveal the gender identity of applicants shall not be used in the wording of this Notice. Similarly, no candidate shall be privileged, favoured, prejudiced, or deprived of any right or exempted from any duty on the basis of ancestry, age, sexual orientation, marital status, family status, economic situation, education, social circumstances, genetic heritage, limited capability



for work, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs, and trade union membership.

In compliance with Articles 37 to 51 of the ECDU and other applicable legislation, and with the provisions laid down in Article 8 of the Regulations, the following provisions shall be observed:

### **I — Authorisation order**

The opening of this selection procedure was authorised by order of the Rector of the University of Lisbon, dated **05 of august 2024**, issued upon cumulative confirmation of the following requirements:

- a. Sufficient budget allocation;
- b. That the position open for this selection procedure is provided for and not filled in FFUL's academic staffing plan.

### **II — Workplace**

Faculty of Pharmacy, University of Lisbon, on Avenida Professor Gama Pinto, 1649-003 Lisbon.

### **III — Conditions for admission to the selection procedure and grounds for exclusion**

- 1) In accordance with Article 41-A of the ECDU, admission to this selection procedure is limited to those holding a doctoral degree.
- 2) Holders of academic degrees awarded by foreign higher education institutions must have their doctoral degree recognised in accordance with Decree-Law No. 66/2018, of August 16.
- 3) Where the candidate ranked in an eligible position has obtained their doctoral degree abroad, its recognition, as set forth in the foregoing paragraph, must be obtained by the deadline for entry into the contract.
- 4) The provisions laid down in Chapter VI of the Regulations regarding the substantiation and compliance with the admission and exclusion conditions of the candidates shall apply.
- 5) Having good knowledge of written and spoken Portuguese. In the act of application, and within one year after entry into a potential contract, foreign candidates, except those from Portuguese-speaking countries, must submit a declaration on honour, binding them to demonstrate a level of proficiency in the Portuguese language (written and spoken) in order to perform teaching duties without any limitations in their communication in Portuguese with students.
- 6) Failure to submit any of the application's supporting documents by the specified deadline shall result in rejection of the application. Such cases are subject to the analysis and decision of the Dean of FFUL, prior to the Jury's deliberation on absolute merit.

#### **IV — Absolute merit admission conditions**

Upon confirmation that the applications are duly documented, the admission of candidates on absolute merit shall be conducted in accordance with the provisions of Article 10 of the Regulations.

- 1) The admission of candidates on absolute merit shall depend cumulatively on the following:
  - a. The branch of knowledge and/ or specialisation in which the candidate was granted their doctoral degree must be deemed as suitable academic training for the performance of teaching duties in the disciplinary area for which the selection procedure was announced;
  - b. The possession of an overall curriculum that the jury considers indicative of scientific merit, research capacity and of the value of the pedagogical activities already undertaken, compatible with the disciplinary area for which the selection procedure is announced, and suited to the category of Assistant Professor, with greater relevance as of January 1, 2014;
  - c. The Scientific and Pedagogical Project does not contain serious deficiencies or inaccuracies that show that the candidate does not have the necessary capacity to adequately fulfil the duties of Assistant Professor in the disciplinary area of the selection procedure, or is not supported by the candidate's previous work.
- 1) The Jury shall deliberate on its approval or rejection on absolute merit by justified roll-call votes, where abstentions are not permitted.
- 2) A candidate shall be considered approved on absolute merit when they obtain a favourable vote from more than half of the voting members of the jury.

#### **V — Evaluation and ranking parameters in relative merit, respective weighting, and final scoring system**

- 1) Upon definitive identification of the candidates approved on absolute merit, they are ranked on relative merit.
- 2) The selection method is curriculum evaluation, as provided for in Article 50(6) of the ECDU, Article 5(4) and Article 11 of the Regulations and in the selection components, respective weighting and final scoring system set forth in this Notice.
- 3) Evaluation of the relative merit of the candidates by each member of the Jury for the purpose of ranking shall be based on the weighted sum of the scores assigned to the evaluation parameters detailed below, on a scale of 0-100 (where 0 is the minimum and 100 the maximum).
- 4) The evaluation components and parameters consider the activities undertaken by the candidate in the areas of pedagogical capacity, scientific performance, and other activities



relevant to the mission of the higher education institution, as of January 1, 2014, as well as the Scientific and Pedagogical Project. The aforementioned evaluation components must be compatible with the disciplinary area in which the selection procedure is announced, focused on Bacterial Resistance to Antibiotics, in particular, molecular characterisation, epidemiological studies, and bioinformatic analysis of genomic sequencing data of pathogenic bacteria relevant to Public Health, with a focus on *Mycobacterium tuberculosis*, suited to the category of Assistant Professor.

- 5) Each of the components is assigned the following overall weighting distribution:
  - a. Pedagogical Capacity Component — 25%;
  - b. Scientific Performance Component — 45%;
  - c. Other Activities Relevant to the Mission of the Higher Education Institution Component — 5%;
  - d. Merit of the Scientific and Pedagogical Project submitted — 25%.
  
- 6) In each component, the parameters detailed below shall be evaluated:

#### **A. Pedagogical Capacity Component (25%)**

This component considers the following parameters:

A.1) Teaching of coordinated and/or lectured curricular units related to the disciplinary area of the selection procedure, in particular, Bacteriology: teaching load, diversity, pedagogical practices, and, where possible, the student body and results of surveys on teaching activity (pedagogical);

A.2) Pedagogical materials: quality and diversity of publications, software applications, texts and materials of a pedagogical and didactic nature produced/prepared by the candidate or in which they have taken part in producing/preparing;

A.3) Pedagogical innovation: promotion of new pedagogical initiatives, well-founded and coherent proposals for the creation and/or reformulation of curricular units, creation or enhancement of laboratory infrastructures to support teaching;

A.4) Other: relevant work and/or professional experience undertaken outside the academic community, in the disciplinary area of the selection procedure.

A.5) Participation in academic *viva voce* juries, where the role of opponent is particularly valued.

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

Scientific performance shall be assessed in terms of the candidate's qualitative and quantitative contribution to the development and evolution of the disciplinary area for which the selection procedure is announced, with a particular focus on Bacteriology. This component considers the following parameters:

B.1) Scientific publications: books and/or book chapters, articles in scientific journals indexed in the international bibliometric databases Scopus and Clarivate/Web of Knowledge, as author

or co-author, characterised in terms of type of publication, impact factor for the year of publication (Clarivate's Journal Citation Report) and number of citations. The quality of the selected publications must be taken into consideration;

B.2) Scientific projects: coordination of and participation in scientific projects in competitive programmes, distinguishing between national and international programmes. The ability to attract competitive funding and the challenges and results (scientific and/or technological and/or innovation) should be highlighted;

B.3) Autonomy and leadership: coordination of and participation in initiatives to create or enhance experimental laboratory infrastructures to support research;

B.4) Peer recognition: awards from scientific societies or obtained at scientific meetings, editorial and review activities in scientific journals, peer review activities (programmes, projects, grants, awards), coordination of or participation in committees for scientific events programmes, guest lectures at scientific meetings or universities, participation as a member of scientific societies with competitive admission, and other similar distinctions;

B.5) Innovation: authorship and co-authorship of patents, technologies, utility models and industrial designs. Their nature, territorial scope, technological level and results obtained, as well as candidates' entrepreneurial initiatives or significant participation, should be highlighted.

B.5) Transfer of knowledge or its integration into national and international research networks in the disciplinary area in which the selection procedure is announced;

B.6) Supervision: experience of supervision or co-supervision of doctoral students, master's students and undergraduate students: number, quality, scope, and scientific/technological impact of the resulting publications, theses, dissertations, and final course assignments. Award-winning works and international recognition should be highlighted.

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

Candidates are assessed on the basis of their contribution to the mission of the higher education institution, using the following parameters, where activities related to the disciplinary area in which the selection procedure is announced are valued;

C.1) Holding academic positions and functions, including academic management bodies, coordination activities and participation in academic and scientific committees;

C.2) Activities rendering services to the community, in the context of the Institution or in collaboration with other institutions;

C.3) Scientific and technological dissemination initiatives targeting the scientific community and the public at large, and other relevant university extension activities.

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

In the scientific and pedagogical project, the candidate must describe their research plan for a period of 3 to 5 years, framing it within their academic path and demonstrating its relevance to FFUL, particularly in scientific and pedagogical contexts. The evaluation of the scientific and pedagogical project should consider, notably:

- a) Its alignment with the mission of FFUL;
- b) Its contribution to the strategy of the FFUL Research and Development Unit;
- c) Its contribution to the development of the disciplinary area in the selection procedure.

The scientific and pedagogical project should not exceed 25,000 characters (including spaces).

#### **VI – Public Hearing of Candidates**

- a) The jury shall deliberate on the need to conduct public hearings for all candidates approved on absolute merit, aimed exclusively at better clarifying the content of the documents submitted by the candidates, pursuant to subparagraph b) of Article 50(4) of the ECDU;
- b) The public hearings will be held between the 20th and 50th day as of the date of the jury meeting for the candidates' admission on absolute merit. Candidates shall be informed of the date and location of these public hearings at least five days in advance;
- c) In the public hearings, both candidates and jury members may participate via videoconference.

#### **VII — Preference parameters**

A preference parameter is the suitability of the *curriculum vitae* to the scientific area of the selection procedure, with particular emphasis on the candidate's scientific production in the last 10 years.

Another preference parameter is the contribution of the candidate's curriculum profile in molecular characterisation, epidemiological studies, and the bioinformatic analysis of genomic sequencing data, aimed at elucidating the mechanisms of resistance, clinical significance, and the emergence of pathogenic bacteria relevant to Public Health, with a focus on *Mycobacterium tuberculosis*.

The preference parameters shall only be used in the event of a tie in the individual ranking list of each jury member, presented for voting.

#### **VIII — Ranking of candidates**

On ranking the candidates for the selection procedure, they are ranked by each member of the jury in descending order of their merit, and each jury member participates in the voting rounds based on the individually ranked list of candidates.

According to Article 20 of the Regulations, the jury shall initially vote for first position, then for second position, and continue this procedure until all the candidates admitted to the selection procedure and previously approved on absolute merit are ranked. In each voting round, jury decisions are taken by an absolute majority of votes.

Once the criteria for selection and ranking have been applied, the jury proceeds to create a single candidate ranking list.

## IX — Application submission

Applications should be exclusively submitted electronically to the email address [concursos@ff.ulisboa.pt](mailto:concursos@ff.ulisboa.pt), through the FCCN *Filesender* platform, available at: <https://filesender.fccn.pt/?s=upload>, by 24:00 on the last day of the application submission deadline.

For security and privacy reasons, file submissions through any other platforms shall not be accepted.

## X — Application Instructions

- 1) Under penalty of exclusion from the selection procedure, the application must be formalised with the following documents in PDF format (allowing text to be copied but not edited):
  - a. Forms referred to in Article 33 of the Regulations, including the declaration on honour, confirming compliance with the admission conditions to the selection procedure, provided in the Notice and in the Law, available at: <https://www.ff.ulisboa.pt/categoria/faculdade/recursos-humanos/recrutamento/#futuro>;
  - b. The candidate's *curriculum vitae* (CV), detailing activities undertaken across the different strands which, according to Article 4 of the ECDU, encompass the range of duties to be performed by an Assistant Professor. The CV should be structured as set forth in this Notice, facilitating the identification of its various components and their relationship to the various strands and evaluation parameters. Additionally, it should include the "Scopus Author Identifier" that enables identification of the list of publications and the h-index according to this source. The list of publications should also include the journal's impact factor for the year of publication (JCR Clarivate). Whenever data related to pedagogical surveys or indicators of academic success are included, they must be based on information provided by the institutions where the teaching service was rendered;
  - c. Up to a maximum of five copies of the publications considered most representative by the candidate;
  - d. Scientific and pedagogical project as set forth in Chapter V, containing a maximum of 25,000 characters (including spaces);
  - e. Declaration on honour to join the Research and Development Unit of FFUL, in the event of being hired, while candidates may invoke temporary or other constraints;
  - f. Declaration on honour to improve proficiency in Portuguese, in the event of being hired, as per Chapter III;



g. Holders of a doctoral degree obtained abroad whose certificates do not indicate the branch of knowledge or the doctoral specialisation must submit a document from the institution that awarded the degree stating this information.

2) Failure to meet the deadline for submission of the application, as well as failure to submit or submission of the documents referred to in this paragraph beyond the deadline shall result in exclusion from the selection procedure.

### **XI— Language**

The documents supporting the application must be submitted in Portuguese or English.

### **XII — Composition of the Jury**

Pursuant to the provisions of Articles 45 and 46 of the ECDU and of Article 14 of the Regulations,, the Jury is composed of the following members:

Chair: Rector of the University of Lisbon

Members:

Isabel Maria dos Santos Leitão Couto, Associate Professor of the Institute of Hygiene and Tropical Medicine of the Nova University of Lisbon;

Gabriela Duarte Jorge da Silva, Associate Professor of the Faculty of Pharmacy of the University of Coimbra;

Luís Jaime Gomes Ferreira da Silva Mota, Associate Professor of the School of Science and Technology of the Nova University of Lisbon;

João Manuel Braz Gonçalves, Full Professor of the Faculty of Pharmacy of the University of Lisbon;

Madelena Maria Vilela Pimentel, Full Professor of the Faculty of Pharmacy of the University of Lisbon.

09 of august 2024 – The Dean, Professor Maria Beatriz da Silva Lima.