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## NOTICE

**SUMMARY: PUBLIC TENDER TO PROVIDE A PLACE, IN THE MODALITY OF CONTRACT FOR WORK IN PUBLIC FUNCTIONS FOR AN UNDETERMINED TIME FOR AN ADJUNCT PROFESSOR OF THE POLYTECHNICAL INSTITUTE OF SANTARÉM, UNDER THE STATUTE OF THE CAREER OF THE TEACHING STAFF IN POLYTECHNICAL HIGHER EDUCATION APPROVED BY DECREE-LAW Nº185/81, OF JULY 1<sup>ST</sup> IN ITS CURRENT VERSION.**

1. It is made public that, by my order of 10<sup>th</sup> May 2022, which is open, for a period of 30 working days, counting from the day immediately following the publication of this notice in the Diário da República, documental competition for the provision of a place for Adjunct Professor in the Disciplinary Areas of Genetics, Plant Physiology and Agro-Biotechnology, for the Escola Superior Agrária de Santarém (ESAS), at the Polytechnic Institute of Santarém (IPSantarém).
2. Applicable legislation:
  - 2.1. Career Statute for Polytechnic Higher Education Teaching Personnel (ECPDESP), approved by Decree-Law Nº. 185/81, of 1<sup>st</sup> July, in its current version.
  - 2.2. Regulation of public tender for the hiring of teaching staff at the Polytechnic Institute of Santarém, Regulation nº. 558/2010 published in the Diário da República, 2<sup>a</sup> series, nº. 122, of 25<sup>th</sup> June.
3. Workplace: Escola Superior Agrária de Santarém, from the Polytechnic Institute of Santarém.
4. Remuneration Positioning: Will be determined in accordance with the provisions of Decree-Law Nº. 408/80, of 18<sup>th</sup> November, with subsequent amendments.
5. Number of jobs: 1 (one).
6. Type of legal employment relationship: Employment contract in public functions for an indefinite period.
7. Functional content: As described in article 2º-A and paragraph 4º of article 3º of the ECPDESP.
8. Validity of the contest: The contest is valid for the mentioned job position and ends with its filling.
9. Candidates who meet the conditions set out in article 17 of the ECDESP and have mastery of spoken and written Portuguese may be candidates for the said contest. Candidates of foreign nationality, except those of Portuguese official expression, must submit documents, valid under the legal terms, proving their mastery of the Portuguese language in the aforementioned aspects, at an appropriate level for the teaching tasks to be performed.
10. Form of submission of the application:
  - 10.1. Applications must be formalized through a paper application addressed to the President of IPSantarém, in Portuguese, and may be delivered in person or sent by mail, by registered letter with acknowledgment of receipt, to the following address: Instituto Politécnico de Santarém, Complexo Andaluz – Moinho do Fau, Apartado 279, 2001-904 Santarém, until the deadline for submitting applications, considering, in this case, the date of registration.
  - 10.2. Applications sent by email are not accepted.

11. Applications must include the following updated elements: full name, parentage, date and place of birth, number and date of the identity card number/citizen card or foreign civil identification document (EU)/passport, residence, form of contact, e-mail address and telephone number, marital status, academic degree and respective final classification, professional category and position currently held, identification of the competition you are applying for, with reference to the *Diário da República* that publishes this notice, and also all the elements that allow judging the skills of the interested parties.

12. Candidates must include their applications with the following documents:

- a) Certificate of criminal record;
- b) A medical certificate, proving the existence of physical strength and psychological profile for the exercise of public functions, issued by a doctor in the exercise of his profession, pursuant to article nº 1 of Decree-Law N.º 319/99, of August 11<sup>th</sup>;
- c) Mandatory vaccination bulletin duly updated;
- d) Document proving that the candidate complies with the legal conditions referred to in point 9 of this notice.
- e) Declaration of length of service issued by the department where he/she performed functions, stating the seniority in the category, the legal relationship and the date of obtaining the degree of Doctor or the title of Specialist;
- f) Complete list of submitted documentation.

13. The presentation of the documents referred to in subparagraphs b) and c) of the preceding paragraph is waived for candidates who declare in the respective applications, in separate paragraphs and under a commitment to honour, the precise situation in which they find themselves in relation to the content of each one of them.

14. Candidates who work at the Polytechnic Institute of Santarém are exempt from presenting the documents that already exist in the respective individual files, and the fact must be expressly stated in the respective applications.

15. Six copies in paper and one in digital format (PDF) of the curriculum vitae must be delivered. The curriculum vitae must be organized according to the points indicated in the ranking grid, contained in this notice, not being considered items that are not presented in this way or incorrectly placed in the indicated items.

16. Six paper copies of the documents proving all the information contained in the curriculum vitae, and one in digital support (PDF).

17. Six copies of the diplomas or certificates of the courses referred to in the curriculum vitae in paper and one in digital format (PDF).

18. Exclusion. Exclusion of candidates who:

- a) Do not meet the special admission requirements required in point 9 of this notice;
- b) Do not submit the documents required in points 12, 15, 16, and 17 of this notice;
- c) Submit the documents after the deadline stipulated in this notice.

19. The non-presentation of the documents referred to in the curriculum presented by the candidate implies the non-evaluation of the elements that they should prove.

20. Admission requirements.

20.1. It is a requirement for admission to the public tender, in accordance with articles 8º and 17º of the ECDESP, to hold a doctorate degree or the title of specialist in the areas of Biological and/or Agronomic Sciences.

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20.2 Opponents holding qualifications obtained on non-Portuguese institutions must prove the recognition, equivalence or registration of the doctoral degree, in accordance with the applicable legislation.

21. Candidate selection and ranking criteria: In accordance with ECPDESP's 15.º-A and article 22.º of the Regulation of Public Tenders for the Hiring of Staff of the Teaching Career of IPSantarém, the general evaluation parameters and ordering of candidates, to ascertain the merit of the candidates for the functions to be performed, are as follows, which were given the following weighting:

- a) Technical-scientific component (40%);
- b) Pedagogical component (40%);
- c) Other activities component (20%).

22. Evaluation Parameters and Items:

22.1. Technical-Scientific Component (CTC)

a) Academic Training (FA)

1) Licentiate degree course in the areas of Biological and/or Agronomic Sciences - 3 points.

2) Master degree in the areas of Biological and/or Agronomic Sciences - 5 points.

3) PhD or Specialist Title (DL 206/2009 of 31 August) in the areas of Biological and/or Agronomic Sciences - 10 points.

4) Postgraduate courses in the areas of Biological and/or Agronomic Sciences - 2.5 points per graduate, up to a maximum of 5 points.

b) Quality and Dissemination of Research Activity Results (RAI)

The score to be awarded will consider, in all items, the disciplinary areas of the competition.

1) Authorship of scientific books with arbitration: - 6 points per book in international publishers;

3 points per book with national edition.

2) Authorship of chapters in scientific books with arbitration: - 3 points per chapter in book in international publishers; - 1-5 points per chapter in book with national edition.

3) Authorship of scientific articles in indexed journals, using the ISI/Scopus as reference: - 10 points per article in indexed journals, Q1 (1<sup>st</sup> quartile), as 1<sup>st</sup>, last author or corresponding author; - 8 points per article in indexed journals, Q2 to Q4 (2<sup>nd</sup> to 4<sup>th</sup> quartile), as 1<sup>st</sup>, last author or corresponding author; - 6 points per article in indexed journals, Q1 (1<sup>st</sup> quartile), as middle author; - 4 points per article in indexed journals, Q2 to Q4 (2<sup>nd</sup> to 4<sup>th</sup> quartile), as middle author.

4) Authorship of scientific articles in unindexed journals: - 1 point per article, as 1<sup>st</sup>, last author or corresponding author; - 0.5 points per article, as middle author.

5) Technical publications: - 1.5 points per publication, up to a maximum of 30 points.

6) Participation in scientific events:

6.1) Publications in indexed minute/proceedings: - 3 points per article; - 2 points per extended abstract; - 1 point per abstract.

6.2) Publications in unindexed minute/proceedings: - 1 point per article or extended abstract; - 0,5 points per abstract.

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- 6.3) Oral/poster communication: 1/0.5 points for oral/poster communication at scientific events, up to a maximum of 30 points. The score to be attributed to each communication will consider the existence of peer review.
- 6.4) Participation as a guest speaker in scientific events: 3 points per participation in events.
- 6.5) Participation as a guest moderator in scientific events: - 2 points per participation in events.
- 7) Participation in organization committees/scientific committees of technical-scientific event: - 3/2 points per event.
- 8) Coordinator/editor of scientific publications with refereeing and legal deposit ISBN/ISSN: - 2/1 points per book or periodic.
- 9) Evaluator of scientific articles submitted to journals: - 1 point per article and/or journal, up to a maximum of 20 points.
- 10) Evaluator of scientific research projects: 5 points per tender for funding programs.
- 11) Relevant professional activity in the disciplinary area or related areas in which the competition is open: - 1 point per year of professional activity, up to a maximum of 10 points.
- 12) Other activities considered relevant by the jury - other activities that demonstrate the candidate's technical-scientific performance will be valued up to a maximum of 10 points.
- c) Quality of Research Projects and Contracts (PCI)
- 1) Responsible for funded international research and development projects: - 6 points per year of project if the candidate is responsible for the project; - 4 points per year of project if the candidate is responsible for the institution's participation in the project.
- 2) Member of funded international research and development projects: - 2 points per year of project. Scoring in this item is not cumulative, in the same project, with the score described in 1).
- 3) National funded research and development projects: - 3 points per year of project if the applicant is responsible for the project; - 2 points per year of project if the candidate is responsible for the institution's participation in the project.
- 4) Member of funded national research and development projects: 1 point per year of project. Scoring in this item is not cumulative, in the same project, with the score described in 3).
- d) Academic Work Orientation (OTA)
- Guidance within the scope of studies leading to the degree of Doctor: 5/1 points for each completed PhD action/in progress, the score being divided by the number of supervisors in shared works.
- e) Knowledge Transfer (TC)
- 1) Patents and prototypes – 5 points for international patent and 2.5 points for national patent. Only cases with completed registration and approval processes will be considered.
- 2) Actions contracted or filed with external companies or institutions, in any case financed – 2 points per action/year as responsible and 1 point for action/year as participant.
- f) Awards, Scholarships/Grants and Distinctions (PBD)
- Scientific and academic awards, scholarships/grants and distinctions from scientific societies or public and private entities – up to 5 points per award or distinction; up to 2 points

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scholarship/grant. Prizes, scholarships/grants or distinctions of a technical-scientific nature, awarded in national or international competitions, by research entities or bodies, scientific societies or by public and private entities of recognized merit, will be considered. with emphasis on the disciplinary areas of the competition.

## 22.2. Pedagogical Component (CP)

### a) Teaching Functions (FD)

Experience and quality of pedagogical work.

- 1) Number of semesters of teaching experience in the disciplinary areas of the competition: – 1.5 points for each complete semester, up to a maximum of 30 points.
- 2) Number of different curricular units taught, per academic year, in the disciplinary areas of the competition: - 4 points. A curricular unit of 5 ECTS-Semester/4 hours-Week will be used as standard.
- 3) For each responsibility of curricular units, per academic year, in the disciplinary areas of the competition: - 3 points (first year)/1 point following years. A curricular unit of 5 ECTS-Semester/4 hours-Week will be used as standard.
- 4) Participation in commissions/working groups in the preparation and creation/adaptation of study plans – 5 points per course.

### b) Participation in Juries (PJ)

- 1) Participation in doctoral and master's juries, as examiner/rapporteur– 5/2 points per doctoral/master's jury.
- 2) Participation in doctoral and master's juries, as a member of the jury – 2/1 points per doctoral/master's jury.
- 3) Participation in juries of Licentiate Courses / Technological Specialization Course (CTESP): - 0.5 / 0.25 points per jury of Licentiate Courses / Technological Specialization Course (CTESP).

### c) Orientation of Dissertations and Works Leading to Academic Degree (OTD)

- 1) Completed studies leading to a master's degree or equivalent – 2 points per orientation, the score being divided by the number of advisors in shared work, up to a maximum of 40 points
- 2) Studies leading to a bachelor's or licentiate degree completed – 1 point per orientation, with the score divided by the number of advisors in shared work, up to a maximum of 20 points.
- 3) Studies leading to the technological specialization course diploma (CTESP) completed – 0.5 points per orientation, with the score divided by the number of supervisors in shared work, up to a maximum of 10 points.

## 22.3. Other Activities Considered Relevant to the Mission of the Higher Education Institution (COA)

### a) Exercise of Academic Positions and Functions (CFA)

- 1) Performance of single-person management positions: – 50 points per year of mandate in the case of the institution's top manager; 40 points per year of office in the case of Organic Unit Director or equivalent. The positions statutorily provided for in the institutions where the position was held are considered, considering their statutory hierarchy. If necessary, the score is given in the proportion of the twelfths fulfilled.



2) Participation in collegiate bodies. 25 points per term for presidencies, 20 for vice presidencies, 10 points per term for elected members, 15 points per term for department coordination or equivalent, 12 points per term for course director or equivalent. The positions statutorily provided for in the institutions where the position was held are considered. Here, as examples of reference, the Management, General Council, Scientific Council and Pedagogical Council are mentioned. Base scores on unspecified positions will be scaled according to the position's dependence and functional equivalence with reference bodies. If necessary, the score is given in the proportion of the twelfths fulfilled.

3) Other positions and functions by designation: - 45 points per year of mandate in the case of Vice President of the institution or equivalent; 35 points per year of mandate in the case of Deputy Director of an Organic Unit or equivalent and Pro-President of the institution or equivalent. In the remaining positions, points will be awarded based on the standard described in 1) and 2) and the principle of analogy of functions. If necessary, the score is given in the proportion of the twelfths fulfilled.

b) Extension Activities (AE)

The jury decided to value 1 point per activity/year, up to 5 points/year.

23. Procedures foreseen for the public tender and respective calendar: The procedures and rules applicable to the tender are those contained in the Regulation for the Recruitment, Selection and Hiring of Teaching Staff of IPSantarém, which can be consulted in Regulation N° 558/2010, published in Regulation N° 558/2010 Diário da República, 2<sup>nd</sup> series, n° 122, of 25<sup>th</sup> June.

23.1 The assessment of the applications of candidates admitted to the competition will be carried out in accordance with the general parameters, parameters, items and approved weightings.

23.2 The deliberations of the jury will be taken through a reasoned roll-call vote, by an absolute majority of the votes of the members present at the meeting, abstentions not being allowed, and under the conditions referred to in subparagraph c) of paragraph 2 of article 13 of the Regulation of recruitment.

23.3 The jury will first decide on the selection process to control the admission requirements of candidates to the competition, depending on the disciplinary area in which the competition is opened.

23.4 In case of non-admission of the candidate, the jury proceeds with the prior hearing of the excluded candidates who, if they wish, can pronounce themselves under the terms of paragraph 1 of article 29 of the Recruitment Regulation.

23.5 The jury will then draw up a list of candidates who have been admitted and excluded.

23.6 The ranking of candidates must be based on the assessment made based on the general assessment parameters and corresponding approved weighting factors.

24. The Final Classification (CF) of candidates, expressed on a scale of 0-100 points, results from their curricular evaluation, obtained from three components; the Technical-Scientific Component (CTC), with a weighting of 40%; the Pedagogical Component (CP), with a weighting of 40%; the Other Activities Component (COA), which are considered relevant to the mission of the School and the Institute, with a weighting of 20%, according to the formula:

$$CF = 0,4*CTC + 0,4*CP + 0,2*COA$$

25. By unanimous decision of the jury, the CTC, CP and COA Components are applied parameters and weightings, according to the formulas below:

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$$CTC = 0,1*FA + 0,35*RAI + 0,25*PCI + 0,05*OTA + 0,2*TC + 0,05*PBD$$

$$CP = 0,6*FD + 0,2*PJ + 0,2*OTD$$

$$COA = 0,8*CFA + 0,2*(AE + AEI + AF + PAS + PPO)$$

Being:

In CTC, FA - Academic Training; RAI - Quality and Dissemination of Research Activity Results; PCI - Quality of Research Projects and Contracts; OTA - Academic Work Guidance; TC - Knowledge Transfer; PBD - Awards, Scholarships and Distinctions.

In CP, FD - Teaching Functions; PJ - Participation in Juries; OTD - Orientation of Dissertations and Works Leading to Academic Degree.

In COA, CFA - Exercise of Academic Positions and Functions; AE - Extension Activities; ; AEI - Relevant Activities for Teaching and Research, Namely Service to the Community in the Scope of the Institution's Mission, Cooperation and Consultancy Service; AF - Training Activities for School Publics (Basic and Secondary Education) and Continuing Training for Professionals in Various Areas; PAS - Activities of Participation in Projects and Actions of Social Interest; PPO - Participation in National and International Projects and Organizations of Scientific, Professional or Cultural Interest. In each parameter (FA, RAI, PCI, TC, PBD, FD, PJ, APD, OTD and CFA) the absolute scores of the candidates will be relativized by the highest value found, which corresponds to 100 points. The same will apply to the sum AE+AEI+AF+PAS+PPO.

25.1. In the event of a tie between candidates, after obtaining the final classification, the following tie-breaking criteria will be applied successively:

- a) Best total score obtained in CP;
- b) If there is still a tie, the best total score obtained in FD.

26. When preparing the curriculum vitae, the candidate must respect the organization referred to in point 22 of this notice.

27. Minutes: The minutes of the jury are provided to candidates whenever requested.

28. The documentation submitted by the candidates is destroyed when their return is not requested within a maximum period of one year after the end of the competition.

29. False statements will be punished under the law.

30. Composition of the jury. The jury is made up of the following elements:

President: PhD Ana Maria Gomes de Sousa Neves, Escola Superior, Coordinating Professor of the Escola

Superior Agrária de Santarém, Instituto Politécnico de Santarém.

Effective members:

- a) PhD Artur José Guerra Amaral, Coordinating Professor of the Escola Superior Agrária de Santarém, Instituto Politécnico de Santarém.
- b) PhD Maria Margarida Oliveira, Full Professor, NOVA University of Lisbon;
- c) PhD Maria Margarida da Fonseca Ribeiro Pereira, Coordinating Professor of the Escola Superior Agrária, do Instituto Politécnico de Beja;
- d) PhD Maria Rosário Félix, Associate Professor, University of Évora.

Substitute members:

- a) PhD Marília Oliveira Inácio Henriques, Coordinating Professor at the Escola Superior Agrária, Instituto Politécnico de Santarém;

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- b) PhD Doutor Manuel Joaquim Marques Patanita, Coordinating Professor at the Escola Superior Agrária, Instituto Politécnico de Beja.
31. Equal Opportunities: In compliance with paragraph h) of article 9 of the Constitution, IPSantarém actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, taking care to avoid any and all form of discrimination.
32. Disclosure of the notice. This notice will be disclosed in the following terms:
- a) In the 2<sup>nd</sup> series of the *Diário da República*;
  - b) In the Public Employment Exchange, at [www.bep.gov.pt](http://www.bep.gov.pt), on the 1<sup>st</sup> working day following the publication in the *Diário da República*;
  - c) On the website of the Foundation for Science and Technology, IP, at [www.eracareers.pt](http://www.eracareers.pt), in Portuguese and English;
  - d) On the IPSantarém website, at [www.ipsantarem.pt](http://www.ipsantarem.pt), in Portuguese and English.

Santarém, 8<sup>th</sup> August, 2022

The President of IPSantarém



Prof. Doctor João Miguel Raimundo Peres Moutão