

NOTICE

SUMMARY: Public tender to provide a place, in the modality of contract for work in public functions for an undetermined time for a 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 1st. in its current version.

1. It is made public that, by my order of 21 of December, 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 Scientific Area of Agricultural Production; Disciplinary Areas: Field Crops, Pastures and Forage, with enhancement of skills in the areas of General Agriculture, Precision Agriculture and/or Agroecology 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 N.º. 185/81, of July 1, in its current version;

2.2. Regulation of public tender for the hiring of teaching staff at the Polytechnic Institute of Santarém, Regulation n.º. 558/2010 published in the Diário da República, 2ª series, n.º. 122, of 25 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 N.º. 408/89, of 18 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, at the end of the deadline set for submission of applications, have all the legal requirements for admission according to the Scientific Area of Agricultural Production; Disciplinary Areas: Field Crops, Pastures and Forage, with enhancement of skills in the areas of General Agriculture, Precision Agriculture and/or Agroecology, for which the tender is open, pursuant to Articles 5º, 10º-B, 15º, 15º-A and 17º of the Statute for the Career of Polytechnic Higher Education Teaching Personnel, in your current wording, and who have mastery of the spoken and written Portuguese language may be candidates for the aforementioned public tender. Candidates of foreign nationality, except those of official Portuguese language, must deliver documents, valid under the legal terms, proving their command of the Portuguese language in the aforementioned aspects, at a level suitable 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, taking into account, 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 Nº. 319/99, of August 11th;
- 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 honor, 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- Applicants, with their application form, must submit:

15.1 - Two (2) copies of the curriculum vitae (CV) in digital format (1 copy in each PEN) in a non-editable document (PDF) of the curriculum vitae. The curriculum vitae must be organized according to the points indicated in the ranking grid, contained in this announcement, not considering items that are not presented in this way or placed wrongly in the indicated items.

15.2 - Two (2) copies in digital format (PDF) (1 copy in each PEN) of the supporting documents for all the information contained in the curriculum vitae;

15.3 - Two (2) copies in digital format (PDF) (1 copy in each PEN) of the diplomas or certificates of the courses mentioned in the curriculum vitae;

16- Exclusion: Candidates who:

1.1. Do not meet the special admission requirements set out in point 9 of this notice;

1.2. Do not present the documents required in points 11, 12 and 15 of this notice;

1.3. Submit the documents after the deadline stipulated in this notice.

17-The failure to present the documents referred to in the curriculum presented by the candidate implies the non-valuation of the elements that should prove.

18-Admission requirements.

18.1- It is a requirement for admission to the competition, in accordance with the provisions of articles 8 and 17 of the ECDESP, to be a holder of a doctor's degree or a specialist title in the Scientific Area of Agricultural Production; disciplinary areas: Field Crops, Pastures and Forage, with emphasis on skills in the areas of General Agriculture, Precision Agriculture and/or Agroecology.

18.2- Opponents of the contest who hold qualifications obtained abroad must prove the recognition, equivalence or registration of the doctor's degree, under the terms of the applicable legislation.

19-Criteria for selection and ranking of candidates:

In accordance with the provisions of 15.º -A, of the ECPDESP and article 22.º of the Regulation of Tenders for Hiring Personnel in the Teaching Career of IPSantarém, the general evaluation parameters and ordering of the candidates, aiming to verify the merit of the candidates for the functions to be performed, are the following, to which the following weighting was attributed:

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

20 - Parameters and Evaluation Items:

20.1 Technical-scientific component (CTC)

A) Academic Training (FA)

- 1) Doctorate or specialist title (DL 206/2009 of August 31) in the contest area – 10 points.
- 2) Post-doctorate in the subject area with a 3-year duration as a reference – 5 points. Other postgraduate courses and other completed courses considered relevant in the subject area of the contest – up to 2.5 points.
- 3) Degree in the competition area – 3 points.

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

- 1) Authorship of scientific books with arbitration – up to 10 per book. The score to be awarded will take into account the recognition of the associated publisher and the subject area of the contest.
- 2) Authorship of chapters in scientific books with arbitration - up to 5 per chapter. The score to be awarded will take into account the recognition of the associated publisher and the subject area of the contest.
- 3) Authorship of scientific articles in indexed journals, using the ISI/Scopus as a reference: - 10 points per article in an indexed journal, Q1 (1st quartile), as 1st or last author; - 8 points per article in an indexed journal, Q2 to Q4 (2nd to 4th quartile), as 1st or last author; - 6 points per article in an indexed journal, Q1, as an intermediate author; - 4 points per article in an indexed journal, Q2 to Q4, as intermediate author. The score to be awarded will also take into account the subject area of the tender.
- 4) Technical publications in the contest's subject area – up to 1.5 points per publication.
- 5) Participation in scientific events:
 - 5.1) Articles in minutes/proceedings - up to 3 points per article or extended abstract.
 - 5.2) Oral/poster communications – up to 0.3/0.2 points per oral/poster communication at scientific events. The score to be attributed to each communication will take into account the existence of scientific arbitration, the relevance of the conference, its international diffusion and the subject area of the public tender.
 - 5.3) Participation as a guest speaker in events of a scientific nature in the subject area of the competition – up to 2.5 points for participation in events.
 - 5.4) Participation as a guest moderator in events of a scientific nature in the subject area of the contest – up to 1.5 points for participation in events.
 - 6) Participation in organization committees/scientific committees of technical-scientific events up to 2.5/up to 1.5 points per event in the subject area of the tender.

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- 7) Coordinator/editor of scientific publications: – up to 2 points per book or journal considering the subject area of the contest, recognition by the associated publisher.
 - 8) Evaluator of scientific articles submitted to journals – up to 0.5 points per article and/or journal up to a maximum of 10 points.
 - 9) Evaluator of scientific research projects – up to 5 points per call for funding programs.
 - 10) Science dissemination and dissemination activities – up to 0.5 points per activity up to a maximum of 10 points. The score to be assigned to each activity will take into account its relevance and size of the target audience.
 - 11) Other activities considered relevant by the jury – other activities that demonstrate the technical-scientific performance of the candidate will be valued up to a maximum of 10 points.

In items 5 to 11, when applicable: - the item's score is weighted by 100% whenever the candidate is the first author, the last author, the contact author or responsible for the joint action; the item's score is weighted by 60% in the case of publications when he is the second author and 50% whenever the candidate is one of the remaining co-authors or participants in the joint action.

C) Quality of Research Projects and Contracts (PCI)

- 1) Responsible for funded international research and development projects: – up to 30 points per project if the candidate is responsible for the project; – up to 15 points per project if the candidate is responsible for the institution's participation in the project. The score to be awarded will be based on the duration of the financed projects.
- 2) Member of funded international research and development projects – up to 10 points per project. The same scoring criteria described in 1) will be used.
- 3) Funded national research and development projects: – up to 15 points per project if the candidate is responsible for the project; – up to 10 points per project if the candidate is responsible for the institution's participation in the project. The score to be attributed will take into account the duration, taking a 36-month project at FCT as a reference.
- 4) Member of funded national research and development projects – up to 5 points per project. The same scoring criteria described in 3) will be used.

D) Orientation of Academic Works (OTA)

- 1) Guidance within the scope of studies leading to Post-Doctoral Studies – up to 3 points depending on their duration and using 3 years of training as a reference.
- 2) Guidance within the scope of studies leading to a Doctorate degree – 5 points for each doctoral action completed.
- 3) The final score attributed results from dividing the base score by the number of advisors in the action.

E) Knowledge Transfer (TC)

- 1) Patents and prototypes – 5 points for an international patent and 2.5 points for a national patent. Only cases with completed registration and approval processes will be considered.
- 2) Actions contracted or filed with external companies or institutions, financed in any case – 2 points per action/year as responsible and 1 action point/year as participant.

F) Awards, Scholarships and Distinctions (PBD)

Scientific and academic awards, scholarships and distinctions from scientific societies or public and private entities – up to 5 points per award, scholarship or distinction. Prizes, scholarships or distinctions of a technical-scientific nature, awarded in national or international tenders, by research entities or organizations, scientific societies or by public and private entities of recognized merit, will be considered.

20.2 - Pedagogical Component (CP)

A) Teaching Functions (FD)

1) Experience and quality of pedagogical work.

1.1) Number of semesters of teaching experience in the subject area of the competition – 1.5 points for each complete semester. In the case of partial teaching of semesters, the percentage of weeks taught in the total weeks of the semester will be counted.

1.2) Number of different curricular units taught – 4 points for each curricular unit completed. A curricular unit of 5 ECTS will be used as standard. In the case of partial teaching of curricular units, the percentage in ECTS of the number of hours taught will be counted.

1.3) Responsibility for curricular units – 1.5 points for each curricular unit (reference 5 ECTS).

1.4) Participation in committees/working groups in the elaboration and creation/adaptation of study plans – 5 points per course.

1.5) Elaboration of support manuals for students in the subject area – Up to 2 points per manual.

2) Other pedagogical activities considered relevant by the jury within the scope of the subject area in competition, namely pedagogical innovation in the use of new teaching methods - up to 10 points.

B) Participation in Juries (PJ)

1) Participation in doctoral and master's juries, as an examiner – 5/2 points per doctoral/master's jury.

2) Participation in doctoral and master's juries, as a jury member – 2/1 points per doctoral/master's jury.

3) Participation in juries of Degree Courses / technological specialization course (CTESP) - 0.5 / 0.25 per jury of Degree Courses / technological specialization course (CTESP).

C) Dedication and Quality of Professional Activities Related to Teaching (APD)

1) Assessment of overall pedagogical performance. Surveys or similar instruments for assessing pedagogical performance will be considered. The score will be attributed only to evaluations considered positive in the institution where the candidate taught – 20 points for the maximum evaluation, 15 points for the intermediate evaluation and 10 points for the minimum positive evaluation. Intermediate scores will be awarded proportionally to the evaluation obtained.

2) Internationalization of the pedagogical activity – up to 20 points. The organization and teaching of international courses and the teaching of curricular units in foreign institutions will be valued.

D) Supervision of Dissertations and Work Leading to an Academic Degree (OTD)

1) Completed studies leading to a master's degree or equivalent – 2 points per supervisor, the score being divided by the number of supervisors in shared assignments.

2) Completed studies leading to a bachelor's or bachelor's degree – 1 point per supervisor, the score being divided by the number of supervisors in shared work, up to a maximum of 20 points.

3) Completed studies leading to a technological specialization course diploma (CTESP) – 0.5 points per supervisor, the score being divided by the number of supervisors in shared work, up to a maximum of 10 points.

20.3 - Other Activities Considered Relevant to the Mission of the Higher Education Institution (COA)

A) Exercise of Offices and Academic Functions (CFA)

1) Performance of single-person management positions: – 50 points per year of office in the case of the highest manager of the institution; 40 points per year of office in the case of Organic Unit Director or equivalent. Statutory positions provided for in the institutions where the position was held are considered, taking into account their statutory hierarchy. If necessary, the score is assigned in proportion to the completed twelfths.

2) Participation in collegiate bodies. 25 points per year of office for presidencies, 20 for vice-presidencies, 10 points per year of office for elected members, 15 points per year of office for department coordination or equivalent, 12 points per year of office for course director or equivalent. Statutory positions provided for in the institutions where the position was held are considered. Mentioned here as reference examples are the governing bodies, the General Council, the Scientific Council and the Pedagogical Council. The base scores in the unspecified positions will be scaled according to the dependence and functional equivalence of the position in relation to the reference bodies. If necessary, the score is assigned in proportion to the completed twelfths.

3) Other positions and functions by designation: - 45 points per year of office in the case of Vice-President of the institution or equivalent; 35 points per year of office 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 function analogy. If necessary, the score is assigned in proportion to the completed twelfths.

B) Extension Activities (AE)

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

C) Relevant Activities for Teaching and Research, Namely Service to the Community within the scope of the Institution's Mission, Cooperation and Consultancy Service (AEI)

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

D) Training activities for school audiences (primary and secondary education) and ongoing training for professionals in various areas (AF)

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

E) Participation Activities in Projects and Actions of Social Interest (PAS).

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

F) Participation in National and International Projects and Organizations of Scientific, Professional or Cultural Interest (PPO)

The jury understood to value up to 4 points per term.

In all indicated ranking items, when applicable, the item's score is weighted by 100% whenever the considered activity falls within the scientific or disciplinary area of the tender, weighted by 50% when framed in areas similar to those of the contest and 0% if it does not fit into the areas indicated for the tender

21- Procedures foreseen for the competition and respective calendar:

The procedures and norms applicable to the competition are those contained in the IPSantarém Recruitment, Selection and Hiring of Teaching Staff Regulations, which may be consulted in Regulation no. 558/2010, published in the Diário da República, 2nd series, n.º 122, of 25 June.

21.1- Appraisal of applications from candidates admitted to the competition will be carried out in accordance with the approved general parameters, parameters, items and weightings.

21.2 - The deliberations of the jury will be taken through reasoned nominal voting, by absolute majority of the votes of the members present at the meeting, abstentions not being allowed, and under the conditions referred to in paragraph c) of paragraph 2 of article 13 of the Regulations of recruitment.

21.3 - The jury will first deliberate on the selection process to control the admission requirements of candidates to the competition depending on the disciplinary area in which the competition is open.

21.4 - In the case of non-admission of the candidate, the jury proceeds to the prior hearing of the excluded candidates who, if they so wish, can pronounce under the terms of number 1 of article 29 of the Recruitment Regulation.

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

21.6 - The ordering of candidates must be based on the evaluation made based on the general evaluation parameters and corresponding approved weighting factors.

22- The Final Classification (CF) of the candidates, expressed on a scale of 0-100 points, results from their curriculum evaluation, obtained from three components; the Technical-Scientific Component (CTC), with a weighting of 40%; the Pedagogical Component (PC), 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:

$$CF = 0.4*CTC + 0.4*CP + 0.2*COA$$

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

1- Best total score obtained in CP.

2- If the tie persists, the best total score obtained in FD.

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

$$CTC = 0.1*FA + 0.35*RAI + 0.25*PCI + 0.05*OTA + 0.2*TC + 0.05*PBD$$

$$CP = 0.6*FD + 0.1*PJ + 0.2*APD + 0.1*ODT$$

$$COA = 0.8*CFA + 0.2*(AE + AEI + AF + PAS + PPO)$$

Of which: FA - Academic Training; RAI - Quality and Dissemination of Research Activity Results; PCI - Quality of Research Projects and Contracts; OTA - Orientation of Academic Works; TC - Knowledge Transfer; PBD - Awards, Scholarships and Distinctions;

FD - Teaching Functions; PJ - Participation in Juries; APD - Dedication and Quality of Professional Activities Related to Teaching; ODT - Guidance of Dissertations and Work Leading to an Academic Degree; CFA - Exercise of Offices and Academic Functions; AE - Extension Activities; AEI - Relevant Teaching and Research Activities, Namely Service to the Community within the scope of the Institution's Mission, Cooperation and Consultancy Service; AF - Training activities for school audiences (basic and secondary education) and continuous training for professionals in different areas; PAS - Participation Activities 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, OTA, TC, PBD, FD, PJ, APD, ODT and CFA) the candidates' absolute scores 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.

The absolute score for each parameter results from the sum of the scores assigned to each item.

24-In preparing the curriculum vitae, the candidate must respect the organization referred to in point 15 and following of this notice.

25-Minutes: Jury minutes are provided to candidates whenever requested.

26- The documentation presented by the candidates is destroyed when its return is not requested within a maximum period of one year after the end of the competition.

27- False statements will be punished under the terms of the law.

28- Composition of the jury:

The jury is made up of the following elements:

President: PhD. Manuel Mendes de Sousa Adaixo, Coordinating Professor of the Escola Superior Agrária of the Polytechnic Institute of Santarém.

Effective vowels:

a) PhD José Rafael Marques da Silva, Full Professor at the University of Évora;

b) PhD. Artur José Guerra Amaral, Coordinating Professor of the Escola Superior Agrária of the Polytechnic Institute of Santarém;

c) PhD Manuel Joaquim Marques Patanita, Coordinating Professor of the Escola Superior Agrária, of the Polytechnic Institute of Beja;

d) PhD. Manuel Ângelo Rosa Rodrigues, Coordinating Professor with Aggregation of the Escola Superior Agrária of the Polytechnic Institute of Bragança.

Substitute Members:

a) PhD. António do Patrocínio Amaral de Azevedo, Coordinating Professor at the Escola Superior Agrária of the Polytechnic Institute of Santarém;

b) PhD. Noémia Machado Farinha, Coordinating Professor at the Escola Superior Agrária of the Polytechnic Institute of Portalegre.

Igualdade de Oportunidades: Em cumprimento da alínea h) do artigo 9.º da Constituição, o IPSantarém promove ativamente uma política de igualdade de oportunidades entre homens e mulheres no acesso ao emprego e na progressão profissional, providenciando no sentido de evitar toda e qualquer forma de discriminação.

29- 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.

30- Disclosure of the notice

This notice will be disclosed in the following terms:

a) In the 2nd series of the Diário da República;

b) In the Public Employment Exchange, at www.bep.gov.pt, on the 1st working day following the publication in the Diário da República;

c) On the website www.euraxess.pt, in English;

d) On the IPSantarém website, at www.ipsantarem.pt, in Portuguese and English.

Santarém, 12, July , 2023

The President of IPSantarém

João Moutão